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A Glance at this Issue

First Aid for the Office Manager

What is the prevailing salary of a stenographer in New York? Chicago? San Francisco? That is getting to be a pretty important question now that wages are competing with salaries and government agencies are offering special inducements to clerical employees. But the real answer depends on just how you define the requirements of a stenographer's job (or any other job for which a salary comparison is desirable). And because of this lack of clear-cut understanding about job requirements, many a clerical salary survey has gone wrong and has been more misleading than informative.

So when THE CONFERENCE BOARD began to research in this field it advanced cautiously, with full regard for mines and booby traps. It limited the number of occupations initially covered, carefully defining their requirements, and it asked cooperators to include in reports only employees whose jobs were completely described by the job definitions. Through the splendid cooperation of a growing number of companies in the areas covered, the Board believes that a constructive beginning has been made toward providing an accurate basis for comparing salary levels. Summarized results of the first quarterly survey start on page 98.

Companies Love Their WAACs and WAVES, Too

When employees began entering the armed services, many companies undertook to help them over the period of adjustment to military life and military pay with financial grants by paying their group insurance premiums and by fostering the feeling that they were still part of the company family. In some cases, revisions of policy have been necessary because of constantly mounting drafts of employees, but the basic principle of doing everything possible for employees in service still dictates policy. A new problem was posed when women's auxiliary services were formed and began to draw off women employees. According to a new survey of military service policies of companies (page 101), the tendency is to extend to the WAVES, the WAACs and other feminine alphabetical galaxies the same treatment given men employees entering the armed services.

Farm Wages Join the Sky-ward Trend

"How're You Going to Keep Them Down on the Farm, After They've Seen Par–ee" went the lines of a song popular during the last war. But now it is high industrial wages that lure agricultural workers away from the farm and into war plants. At that, farm wages have been doing some pretty rapid climbing, with an advance of 80% from January, 1941, to January, 1943. (Page 135.)

From Business Suits to Overalls

A lawyer closes his volume of Blackstone and hurries out to a war plant to take over a turret lathe for his half shift. A dentist dons his overalls to ply his skill with a drill on an unresisting patient but perhaps to even closer tolerances than he has been accustomed. A housewife puts out the cat and starts for the assembly line. A new labor resource is being tapped, utilizing people who continue their normal occupations but add to them a half shift of work in a war plant. Is this expedient practicable on any considerable scale, and will it help solve the manpower problem? For the practicability of this new labor resource see page 103.

Industry Contributes Both Fighters and Weapons

War industry is not merely performing miracles in the production and transportation of munitions. It is doing this in the face of a steady loss of men to the armed services. Possibly some of these men are using the weapons they helped manufacture. Eighteen of the country's largest corporations have already furnished enough men to the armed services to form more than 25 infantry triangular divisions, or a total of nearly 400,000 men. (Page 105.)

Clerical Salary Rates

IT HAS always been difficult for an executive to know whether the clerical salaries paid by his company are justifiable. It is doubly difficult now because of the keen competition of highly paid factory jobs.

In order to provide executives with information required to establish acceptable and satisfactory clerical salary rates, THE CONFERENCE BOARD has begun a clerical salary survey on a quarterly basis. This report represents a summary of the tabulated results of the first survey. The information was collected during January, 1943, and pertains to the rates paid in that month.

SUMMARY OF COMPANIES AND EMPLOYEES INCLUDED IN SURVEY OF CLERICAL EMPLOYEES

Cities	Companies Incl.	Clerical Employees Covered	Companies 75% in War Production	Companies Not 75% in War Production	Union Status of Employees Covered	
					Union	No Union
Atlanta[1]	7	129	3	4	..	7
Baltimore[1]	6	252	3	3	1	5
Boston	18	1,065	6	12	2	16
Buffalo[1]	6	215	3	3	..	6
Chicago	30	5,331	13	17	..	30
Cincinnati	10	311	4	6	..	10
Cleveland	14	1,014	8	6	1	13
Detroit	12	895	7	5	1	11
Houston[1]	6	399	5	1	1	5
Los Angeles	12	1,049	7	5	2	10
Louisville[1]	2	17	..	2	..	2
Milwaukee	11	658	5	6	2	9
Minneapolis–St. Paul	16	1,546	6	10	1	15
Newark	14	2,384	8	6	2	12
New York	30	6,458	12	18	4	26
Philadelphia	17	1,582	8	9	4	13
Pittsburgh	8	573	3	5	1	7
St. Louis	10	651	4	6	2	8
San Francisco	13	1,972	5	8	1	12
Seattle[1]	5	72	4	1	..	5
Totals	247	26,573	114	133	25	222

[1] Because of the small number of cooperating companies or because the total number of employees is not well distributed among the 13 jobs, THE CONFERENCE BOARD does not consider that the statistics from these cities are satisfactory. The cooperation of additional companies in these cities will be solicited for future surveys.

THE CONFERENCE BOARD spent several months of preliminary work to overcome the inaccuracies and deficiencies of many salary surveys. During these months a careful study was made of the following problems:

1. Jobs which should be included in the survey
2. Detailed descriptions of the various jobs
3. Types of companies that should be selected as cooperators
4. Cities that should be covered at the beginning
5. Method of collecting data
6. Most effective method of tabulating and computing the returns
7. Presentation of tabulated results
8. Frequency with which the surveys should be conducted

The jobs included in the survey were selected because the results of the preliminary study indicated that these jobs existed in a large number of companies representing a wide variety of industrial and commercial organizations. An additional factor in their selection was that the jobs could be described clearly and explicitly.

RATES FOR OFFICE BOYS, RECEPTIONISTS

Cities	Office Boy			Receptionist		
	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate
Atlanta	$16	$16	$21	...	...	...
Baltimore	18	18	23	$23	$26	$46
Boston	12	17	25	15	34	36
Buffalo	16	18	21	16	*a*	23
Chicago	15	20	26	17	23	41
Cincinnati	15	18	20	16	17	17
Cleveland	16	17	28	22	23	40
Detroit	16	20	25	25	34	43
Houston	17	17	34	22	35	36
Los Angeles	17	18	35	28	28	44
Louisville	...	...	...	...	...	...
Milwaukee	14	16	25	28	*a*	32
Minneapolis–St. Paul	16	16	28	20	28	39
Newark	15	21	29	16	20	34
New York	14	17	32	16	25	49
Philadelphia	14	20	30	20	*a*	40
Pittsburgh	14	17	29	17	20	37
St. Louis	14	15	23	22	*a*	33
San Francisco	18	23	42	20	29	46
Seattle	28	28	28	...	...	...
Total	12	20	42	15	25	49

[a] No central tendency exists.

OFFICE BOY (OR GIRL)—*Description of Work:*

1. The beginning clerical job for unskilled boys or girls.
2. Works under supervision.
3. Work involves simple jobs, often of a routine and often of a miscellaneous nature, which require little or no training beyond a knowledge of who various key people are and where they are located.
4. Alternative titles for this job include the following: Messenger, Page, etc.

RECEPTIONIST—*Description of Work:*

1. Works under supervision in a department, division, floor, or in the company's main vestibule.
2. Greets and directs visitors.
3. Issues visitors' passes and maintains required records concerning them.
4. May record employees' in-and-out movements.
5. Does not operate a switchboard, does no general clerical work, and has no responsibilities associated with plant protection. Essentially a sedentary job.
6. May also be called an Information Clerk.

To provide executives with a representative picture of rates paid in a given area, it was considered advisable to include a broad sample of commercial and industrial businesses, small companies as well as large, companies engaged in war production as well as those engaged chiefly in the production of civilian goods and services, and companies in which clerical employees are represented by a union as well as those not represented by a union.

Cooperating executives were urged to follow closely the instructions provided with each set of forms. These

RATES FOR TELEPHONE OPERATORS, FILE CLERKS, TYPISTS, DICTATING MACHINE TRANSCRIBERS

Cities	Telephone Switchboard Operator			File Clerk			Junior Copy Typist			Senior Copy Typist			Junior Dictating Machine Transcriber			Senior Dictating Machine Transcriber		
	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate
Atlanta	$21	*a*	$24	$16	$17	$30	$18	*a*	$24	$19	$21	$26	$23	$23	$23	$17	$18	$38
Baltimore	18	$20	33	15	20	25	18	$20	27	16	22	29	..	..	..	18	20	21
Boston	18	25	40	15	17	30	15	19	24	22	26	32	16	20	26	16	*a*	37
Buffalo	15	18	26	16	19	24	17	19	22	17	*a*	25	19	*a*	21	21	*a*	26
Chicago	18	23	45	15	21	41	16	23	41	18	23	42	20	25	31	17	20	38
Cincinnati	18	*a*	30	16	18	27	14	19	23	16	25	33	19	*a*	24	16	*a*	31
Cleveland	19	31	44	17	17	40	16	20	31	22	29	41	20	*a*	25	18	*a*	40
Detroit	22	*a*	40	17	20	35	19	22	28	20	23	41	24	*a*	28	18	*a*	41
Houston	25	35	38	17	22	34	21	*a*	29	23	33	40	27	*a*	39	20	*a*	23
Los Angeles	18	37	46	20	23	40	18	22	37	27	32	36	27	27	27	20	22	38
Louisville	..	..	..	15	*a*	20	..	..	..	..	..	..	..	..	..	17	17	20
Milwaukee	18	*a*	36	15	16	31	14	18	28	18	18	33	15	20	24	16	18	41
Minneapolis–St. Paul	20	29	43	16	18	47	16	19	32	17	21	38	18	*a*	31	17	22	36
Newark	20	25	38	15	24	31	15	24	25	18	27	40	19	*a*	27	18	21	30
New York	19	28	45	15	17	59	16	24	37	19	25	42	16	23	43	19	38	44
Philadelphia	20	33	48	17	17	42	16	23	29	19	25	38	17	22	25	18	28	42
Pittsburgh	15	26	45	17	17	37	17	18	30	20	20	39	20	*a*	24	17	20	41
St. Louis	20	30	32	16	18	29	16	18	21	20	22	32	23	*a*	27	17	18	26
San Francisco	25	34	39	21	25	51	21	23	30	24	28	39	23	*a*	27	23	29	38
Seattle	32	32	32	21	*a*	32	23	*a*	28	28	28	28	22	22	22	21	21	36
Total	15	29	48	15	17	59	14	22	41	16	27	42	15	20	43	16	18	44

*a*No central tendency exists.

TELEPHONE SWITCHBOARD OPERATOR—*Description of Work:*

1. Operates a PBX switchboard.
2. Keeps records relevant to telephone service.
3. Does no general clerical work, and has no supervisory responsibilities; entire time and attention is devoted to telephone service.

FILE CLERK—*Description of Work:*

1. May be attached to an operating or a central files department.
2. Works under supervision.
3. Sorts, arranges, and inserts in files one or more of the following types of material in accordance with the company's established method: documents, cards, bills, invoices, orders, correspondence, plans, credit data, blueprints, cost cards, time slips, personnel records, etc. This may include simple classifying and indexing.
4. Makes look-ups, pulls, and charges material from files as requested.
5. Purges files of old and useless papers in accordance with the company's established procedure.
6. Mends damaged papers.
7. May be responsible for tickler files (involving "call-ups," "punch-ups," or "bring-ups").

JUNIOR COPY TYPIST—*Description of Work:*

1. Works under supervision. Letters and copy typing of simple, routine nature. Specific work may include:
   a. Straight typing from clean copy, or clear corrected copy.
   b. Types form letters, simple reports, addresses and envelopes, and simple fill-ins such as names and addresses.
   c. Stencil cutting which involves only simple, straightforward typing.
2. Work is usually checked or spot-checked by others.
3. Does NOT include taking dictation. Do not confuse with a Junior Dictating Machine Transcriber.

SENIOR COPY TYPIST—*Description of Work:*

1. Works under supervision. Types varied material of any degree of difficulty from either clean copy or rough draft. Specific work may include:
   a. Typing tabular, columnar, and statistical material.
   b. Typing reports, records, and letters of any degree of difficulty including technical terminology and unusual terms.
   c. Stencil cutting of varied material of any degree of difficulty.
   d. Ability to arrange material for typing.
2. Work may be self-checked or spot-checked by others.
3. Does NOT include taking dictation. Do not confuse with Senior Dictating Machine Transcriber.

JUNIOR DICTATING MACHINE TRANSCRIBER—*Description of Work:*

1. Under supervision may work for one individual, a group of individuals, or in a central correspondence or stenographic department.
2. Transcribes name-and-address fill-ins, simple routine letters, and material including non-technical terms which requires only normal lay-out and arrangement from dictation made on any of several types of recording equipment.
3. Does NOT take dictation or transcribe from stenographic notes.

SENIOR DICTATING MACHINE TRANSCRIBER—*Description of Work:*

1. Under supervision may work for one individual, a group of individuals, or in a central correspondence or stenographic department.
2. An expert typist who transcribes work of any degree of difficulty from dictation made on any of several types of recording equipment. Specific work may include:
   a. Typing tabular, columnar, and statistical material.
   b. Typing reports, records and letters of any degree of difficulty including technical terminology and unusual terms.
   c. Cutting stencils of varied material of any degree of difficulty.
3. Work may be self-checked or spot-checked by others.
4. Does NOT take dictation or transcribe from stenographic notes.

instructions were carefully designed to produce a study of clerical salaries that will be clear-cut and helpful in specific cases and not lend itself to misapplication.

Before examining the results of this report, it is essential to understand thoroughly the basis on which the data were collected. These are the main points to be remembered:

1. The survey includes only regularly employed, full-time employees.
2. Only employees whose jobs are exactly described by each job description are included. Instructions to participating companies stressed the point that they should "exclude all employees whose jobs differ in any way from the job descriptions used in this survey."
3. The salary rates do not include overtime, but they do include incentives and production bonuses earned during the regular working hours.
4. Weekly salary rates are provided in even dollar amounts. In other words, a weekly salary of $24.44 is reported as $24, but $24.50 or $24.63 is reported as $25.
5. Each company provided the number of employees at each rate in each job classification.

THE CONFERENCE BOARD tabulates the data of each completed questionnaire as soon as it is received. This procedure makes it possible to provide the results of the survey without delay.

Because of the abnormal conditions prevailing in industry and commerce at this time, executives who cooperated in formulating the procedures of the survey

RATES FOR STENOGRAPHERS, MACHINE OPERATORS

Cities	Stenographer			Bookkeeping Machine Operator			Billing Machine Operator			Calculating Machine or Comptometer Operator			Key Punch Operator		
	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate	Minimum Rate	Mode	Maximum Rate
Atlanta	$20	*a*	$32	$20	*a*	$32	$17	*a*	$30	$18	*a*	$38	$34	*a*	$36
Baltimore	20	$22	36	19	$25	33	19	$24	37	21	$22	30	...	...	...
Boston	16	25	41	16	25	36	18	20	32	16	24	43	17	*a*	32
Buffalo	18	*a*	27	17	23	28	19	24	28	17	20	30	17	*a*	25
Chicago	17	25	46	19	28	46	18	23	35	17	25	45	18	$25	35
Cincinnati	19	24	35	18	30	32	19	23	23	18	25	35	18	*a*	33
Cleveland	19	26	43	21	29	43	20	24	41	20	*a*	46	20	28	37
Detroit	21	23	39	17	27	41	18	30	41	20	29	47	22	29	39
Houston	22	29	43	25	33	43	27	31	40	25	27	42	25	27	43
Los Angeles	23	37	46	17	20	38	19	37	41	22	35	41	26	36	42
Louisville	22	*a*	27	...	...	...	...	...	...	...	...	...	...	...	...
Milwaukee	17	24	38	14	18	43	14	*a*	26	14	21	36	18	*a*	33
Minneapolis–St. Paul	16	37	48	16	34	42	17	38	42	16	34	40	16	19	34
Newark	17	29	47*b*	17	27	45	18	28	33	16	27	36*d*	17	27	40
New York	16	28	47*c*	15	28	54	16	37	50	16	28	46	16	26	47
Philadelphia	16	25	45	20	35	47	17	18	43	16	23	40	17	25	36
Pittsburgh	17	22	45	21	36	41	20	30	37	19	23	41	18	22	38
St. Louis	14	31	42	17	32	36	17	17	30	17	20	38	20	31	37
San Francisco	21	30	48	20	23	46	22	33	42	21	37	40	23	30	40
Seattle	23	29	42	30	*a*	39	28	*a*	32	25	28	44	...	...	...
Total	14	28	48	14	20	54	14	23	50	14	28	47	16	27	47

*a*No central tendency exists.

*b*One company reports 5 employees in this classification with salary rates ranging between $48 and $60 (not included in totals).

*c*One company reports 38 employees in this classification with rates ranging between $48 and $64 (not included in totals).

*d*One company whose employees in this classification are engaged in very advanced calculating operations have 78 employees ranging from $38 to $72 per week (not included in total).

STENOGRAPHER—*Description of Work:*

1. Under supervision may work for one individual, may serve several correspondents, or may be attached to a central correspondence or stenographic department.
2. Takes dictation and transcribes by typewriting from shorthand notes.
3. Has no other responsibilities normally associated with those of a secretary.

BOOKKEEPING MACHINE OPERATOR—*Description of Work:*

1. Works under supervision.
2. Operates a bookkeeping machine with or without typewriter keyboard.
3. Work includes any or all of the following: Posting such records as accounts receivable or payable, receipts and disbursements, customer statements, etc., from prepared media; developing new balances and columnar totals, proving, balancing, and related clerical work incident to operating the machine.

BILLING MACHINE OPERATOR—*Description of Work:*

1. Works under supervision.
2. Operates a billing machine in preparation of bills, invoices, statements, or similar work from original orders or shipping papers.
3. May include related clerical work such as recording of shipping charges, verifying calculations, and other data.

CALCULATING MACHINE OR COMPTOMETER OPERATOR —*Description of Work:*

1. Works under supervision.
2. Computes on key type calculating machine and/or verifies on the machine all types of calculations involving addition, subtraction, multiplication, and division. Must be able to do all of these operations.

KEY PUNCH OPERATOR—*Description of Work:*

1. Works under supervision.
2. Punches holes in cards from material prepared in advance by others.
3. Does not involve coding or calculating.

unanimously suggested that the survey be conducted quarterly. Accordingly, salary rates will be collected and tabulated for the months of January, April, July, and October, 1943.

Executives who were interviewed during the preliminary study of the project expressed a preference for a report that would provide the total number of employees covered at each rate in each job in each city. Accordingly, companies that cooperate in the survey receive these complete and detailed reports, but for the benefit of all Subscribing Associates of the Board, a summary of the results will be published quarterly in *The Conference Board Management Record.*

The Conference Board wishes to point out that the over-all pattern of these surveys is flexible so that many of the details of the project may be altered to meet the requirements of the majority of the cooperating companies or of changing conditions. It is conceivable that additional jobs may be added to the survey, or that additional cities may be added as companies in these cities signify a desire to cooperate. The Board is eager to welcome additional companies as cooperators in any of the cities covered.

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Management Research Division

Military Service Policies after a Year of War

THE SELECTIVE SERVICE ACT as first formulated envisaged a short peacetime military training program for young men who would constitute the nucleus of a civilian army to help defend the nation in the event of attack. These selectees were to be chosen by local draft boards in such a manner as to cause the least possible hardship in family life and a minimum disruption in essential industries then being geared to war production.

Framers of the Act were acutely aware of the effects of compulsory military service upon the future business life of men chosen for military service, and included in the law Section 8 which stipulated that the soldiers upon demobilization should be restored to their former positions or to equally desirable jobs unless an employer's circumstances had so changed as to make it impossible or unreasonable to do so.

Companies with well-defined industrial relations programs formulated policies to define the drafted men's future rights to his job and his participation in various company benefits, and to clarify ambiguities of the law as they applied to conditions within the establishment.

Early plans followed the general outlines of the original Selective Service Act in promising reemployment, and in addition many provided monetary benefits for inducted employees to ease the transitional period from civilian to military life.

Entrance of the United States into the war created new problems which were not anticipated when company military service policies were first created. The chairman of the War Manpower Commission warned that in 1943 the prospective withdrawals of inducted men would probably equal the total of all previous inductions and advised company managements to train women, older workers, Negroes, and the handicapped to take the place of able-bodied men who would soon be inducted into military service. The period of military service has been extended indefinitely; men enlisting in the armed forces have been brought under the job protection provisions of the Act; military pay of men in the lower ranks has been increased and dependents' benefits added; women have been permitted to enlist as auxiliaries in the various armed services to release more men for active front line duty. The 'teen-age draft bill has brought young men of eighteen and nineteen within the Selective Service Act and subject to military service. Induction of draft registrants thirty-eight years of age has been suspended.

The Conference Board has been keeping in close touch with company military service policies and by a series of surveys has been tracing the changes made in company plans by the events of the past several years. The latest survey was conducted in November, 1942, when the United States had been at war for nearly a year. This article is based upon the results of the study, which will soon be released.[1] Two hundred and fifty-one companies with aggregate employment in excess of 1.5 million persons cooperated in the study.

Features of Company Policies

Policies regarding military service vary greatly in the liberality and scope of their provisions. Some plans merely reproduce the job protection provisions of the Act, and other policies are of considerable length, cover many contingencies and provide for various benefits for men on military leave.

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[1] *Conference Board Reports, Studies in Personnel Policy,* No. 52, "Company Policies on Military Service and War Jobs."

Eligibility Requirements

Most company policies specify the service requirements and other eligibility requirements for participation in the job protection provisions and benefits of the private plan. A comparatively short service record is required of workers to be eligible for all the privileges of the company plan, and nearly two-thirds specify a length of service of one year or less for participation.

Early plans sometimes required a longer service record for participation in the military service bonus than for the job protection provisions. As increasing numbers of workers have been inducted into the armed forces, industry has become more concerned about the future status of workers hired as substitutes. As a consequence, some concerns provide military service allowances for all who meet certain minimum service requirements but promise to reemploy only those on the regular payroll.

It is significant, however, that 64% of the reporting companies extend eligibility to workers hired as substitutes on the same basis as regular workers, provided that they fulfill specified minimum service requirements.

Status of Volunteers

The initial plans as a rule excluded men who voluntarily enlisted in the armed forces. Of late, companies have expanded the coverage of their policies to include employees who enlist for the regular term of service. Of the 251 companies included, 83% give these volunteers full privileges under their policies. This percentage is considerably higher than was found in the March, 1942, survey of The Conference Board, when 53% were found to be following this procedure.

United States Maritime Service

Sailors in the merchant marine perform an important function in transporting urgently needed war material and food to the fighting fronts and to our Allies. They face grave dangers from enemy submarines, airplanes and mines, and the death rate among these sailors is proportionately higher than among men in the United States Navy. In recognition of these facts, an increasing number of companies are extending participation in their military service policies to employees in the merchant marine—35% of the total, contrasted to 16% of the concerns included in the March, 1942, survey.

Women's Auxiliary Services

With the creation of women's corps to assume certain duties in the Army, Navy, Coast Guard, and Marine Corps, industry is confronted with the problem as to whether women who enlist in these auxiliaries should be eligible to participate on the same basis as men inducted into the armed forces. Over one-half, 55%, of the cooperating companies include women enlisting in these services on the same basis as men; 15% exclude them, and 30% have not as yet developed a policy to cover this contingency. Of the thirty-seven concerns which definitely exclude women volunteers from participation, twenty-seven terminate their service upon enlistment, while ten give them leaves of absence.

Military Service Allowances

Since company military service policies were first originated, The Conference Board has observed a growing tendency to give inducted men some compensation over and above wages due them. When these allowances were first given, the potential cost was not considered large, as comparatively few men were involved. The entrance of the United States into the war has resulted in the induction of many more men than was anticipated in the beginning.

This unforeseen contingency has not caused companies to abolish these payments, as 65% of the companies included in the present survey are giving military separation allowances, contrasted with one-third of the concerns included in the Board's first study. Under the early policies, the allowance was measured in terms of an employee's wage or salary and all employees meeting specified service requirements received a bonus representing pay for the same number of days, weeks or months.

Recent events have changed the characteristics of these military service allowance provisions. The allowance based on a uniform number of weeks' pay for all eligible inducted men is still the most prevalent, with an amount equivalent to two weeks' or one month's full pay appearing most frequently. One significant change noted is the increase in the number of plans which graduate the allowance on the basis of length of service. The proportion of graduated plans has grown from 5% of the total in the first survey to 28% of those included in the November, 1942, survey. The change to graduated allowances, however, has resulted more from management's desire to permit short-service employees to share in these benefits on a reduced scale, rather than to give preferential treatment to longer-service employees. There is great variation among these graduated-payment allowances, but the formula appearing most frequently is one week's pay for six months' service and two weeks' pay for one year's service.

Another tendency noted is the decline in the proportion of companies paying allowances for extended periods. The cost of these liberal benefits in a time when large numbers of men are entering the armed forces has caused some concerns to reduce these payments. The percentage of companies with such allowances has dropped from 23% of the total in the 1940 survey to 7% in the present investigation.

Fewer concerns are now correlating company allowances to government pay. In the first survey it was found that approximately half the plans with military payments provided for the deduction of all or part of government pay from the company's allowance, whereas in the present survey only a sixth of the plans follow this practice. The principal reason for discontinuing this method of computation is that it involves considerable clerical and administrative detail which may prove onerous under wartime conditions.

Another minor trend indicated is the increased number of companies paying all inducted employees uniform sums regardless of their earnings. None of the firms included in the 1940 survey provided for these flat-sum payments, while twelve were found to be following this practice in November, 1942. Companies with these uniform-sum provisions believe that employee morale is improved if all receive the same amount upon induction.

Military Allowance for Executives

Senior executives entering the armed forces sacrifice far more financially than do the rank-and-file employees. The question has frequently been raised as to whether they should receive preferential treatment by compensating them in some measure for the loss of their company salary. Two-thirds of the reporting companies do not differentiate between executives and other employees regarding the payment of military service allowances; a quarter have not developed a policy to cover this contingency while only 7% give senior executives special military allowance, but even among these concerns the majority have not developed a definite policy but consider each case according to its merits.

Other Features

A new development noted in the March, 1942, survey of The Conference Board was the payment of company benefits to dependents of men called into service. At that time, the practice was not found to be widespread as only 6% of the companies included were granting these benefits. Subsequently, the government passed legislation providing benefits for wives, children and certain other dependents of privates and noncommissioned officers. The passage of this legislation has undoubtedly influenced company policy as only seven out of 251 concerns, or 2.8%, are now providing benefits for dependents.

Other provisions have not been materially changed since the initial plans were created, with one or two exceptions. The employee is given a military leave for the duration of the war, plus a reasonable amount of traveling time. He also accumulates seniority while in military service in nine out of ten companies. Approximately a third of the reporting concerns paid for some portion of its employees' National Service Life Insurance.

This article contains the highlights of The Conference Board's latest study on company military service policies. The substantiating data are contained in the Board's comprehensive study, which also contains the actual texts of the plans of a number of representative companies.

F. Beatrice Brower
Management Research Division

Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. As a means of drawing on a new source of manpower, some companies have been encouraging salaried and professional men and housewives to work a half shift of four hours in the factory in addition to their regular work. Is such a plan workable on a wide scale, and does the resulting production justify the training required and the disturbance of normal operating procedure because of the half shifts?

For the most part, cooperating executives have not had experience with attempts to utilize labor that could only devote a half shift of work per day. In some cases no attempt had been made to explore this possibility because operations did not yet lend themselves to such a schedule because of disturbance to regular shift periods or because the plant was so distant from the source of such labor that the time consumed in traveling would make the time at work hardly worth while. Where half shifts had been attempted experience seems to have been favorable. Comments of executives include the following:

> We believe that there are possibilities in using salaried and professional men for part time in addition to their regular work. As a matter of fact, in one of our factories in an area of labor shortage, sometime in October we started using a shift of salaried workers beginning at 5 o'clock and working until 10 o'clock at night. This has been very successful and was probably our only means of keeping up the necessary production. We doubt the feasibility of this plan with housewives because those without children could work full shifts while those with children would have to be put on shifts at such odd hours that it would hardly be practical.

The labor situation in our particular area has not become sufficiently acute to resort to the half shift. I doubt that much can be expected of half-shift work from people working on other jobs. It seems to me more logical to reduce the number of men in professional and other work to a minimum, then let them work at their own jobs forty-eight hours a week, releasing the balance for essential production.

There has been no extensive use of half-shift workers in this area, although the interest being expressed is probably indicative of attempts in the near future.

There is no doubt that fairly comprehensive programs for half-shift workers will be worked out, and that management ingenuity will meet little difficulty in solving the administrative problems involved. There will be some compensating factors. For instance, absenteeism among half-shift workers is likely to be low.

A problem that will arise will be the relationship of such workers to unions, which will require understanding cooperation on the part of union members and leadership.

In many industries, particularly where transportation is difficult, it is virtually impossible to work half shifts. With supervision bent almost to the breaking point now because of long hours and the problems of training green employees, it would seem to me that it could not stand up under half-shift operating schedules. One company I know of is debating now the possibility of offering office employees the opportunity to move into the plants for an extra eight hours of work each week to augment plant forces and also to increase the pay of the office employees. I question whether this will work. It would seem to me that an employee on a salary roll five days and on an hourly roll for eight hours at time-and-a-half on the sixth day would be serving two masters and that there would be all kinds of union troubles and departmental troubles.

This method is not applicable in areas where workers must be transported relatively long distances to and from work or where other transportation difficulties exist. It appears to be practical when workers can supply their own transportation or when the work place is relatively close to the employees' residence.

For a large organization which needs thousands of people, the plan would too greatly multiply the number required. In addition, an outlying plant would have special transportation problems, and the people could not give four hours of employment without spending almost as much time in transportation to and from the plant, which would have the effect of a person working two full eight-hour days. This practice could not be sustained in the long run.

Also, the company employing thousands would have to develop its locker facilities, its payroll set-up and its training program on a scale which would not justify the use of such individuals.

We do not feel that such a plan is desirable on a wide scale, but a number of concerns in this area, including our own, are following this practice for occupations where the training period is relatively short and where the manufacturing operations involved are adaptable. Most of these people feel that they are working out of patriotism and present a special problem of discipline and absenteeism which, if it continues, may cause us more trouble than they are worth.

POINT 2. Do women war workers acquire seniority on the same basis as men? If so, and the seniority of men in service does not continue to run during their war service, will not difficulties arise after the war when returning service men claim their former jobs? Are any particular problems arising regarding union membership or seniority of women workers?

Without exception, cooperating executives reported that employees in war service accumulate seniority as though still at work with the company and so they would still rank in seniority any women or substitute workers engaged to replace them. Where the point was commented upon it was stated that women acquire seniority on the same basis as men and are also joining unions on the same basis. Two comments are quoted below:

One company has instituted the use of a form signed by all employees being hired during the war emergency which reads in part approximately as follows: "It is understood that I am being offered employment because of conditions brought about by the war emergency. It is agreed that my services may be terminated without cause whenever the war emergency is over and that I will retain no seniority privileges or other benefits to which regular employees of the company are entitled when my services are so terminated."

No particular problems are arising in this area as to the seniority of women after the emergency is over, since most of these problems will be settled, first, by the return of large numbers of men who have entered the service who would be entitled to reinstatement and, second, by very great reductions in personnel due to stopping of present activities.

Women war workers at this plant acquire seniority on the same basis as men. The seniority of men in service continues as if they were employed. This automatically solves the problem. Our impression is that most companies have this provision, and there does not appear to be any particular problem regarding union membership or the seniority of women as apart from that of men.

POINT 3. Many companies have recreational programs planned for daytime workers. With the great increase in shift operation, a need has arisen for recreational programs and facilities designed especially for those working on night shifts. Are companies in your community attempting to deal with this problem, and in what way?

The general conclusion reached from studying the comments made regarding this question is that in companies where no recreational program existed before the present emergency no attempt had been made during the emergency to introduce anything of this character, and that where recreational work had been in force before the emergency a strong attempt was being made to make it available to workers on all shifts. In this attempt, the facilities of municipal recreational projects and the YMCA were being found very valuable. Comments include the following:

> We have arranged our recreational program for all three shifts. Through the cooperation of local municipal officials, our baseball and basketball games are played from early morning until late in the evening.

> We have conducted recreational activities for our second and third shift employees for several years. All major events, such as concerts, minstrel shows, performances by our mixed chorus and orchestra are scheduled to have Sunday performances so that second and third shift employees may attend. We have Night Hawk leagues for bowling, softball, basketball, horseshoes, tennis and other minor sports. These are scheduled especially for night shift workers. Every effort has been made to provide the same recreational facilities for night as for day shift employees.

> A considerable recreational program is being developed for night shift workers in this area through the Industrial Department of the YWCA, with war plant personnel people cooperating.
>
> The main effort so far has been in what is called the Night Shift Canteen, which operates in a large hall once a week from midnight until 5 A.M. Its program is dancing, games, entertainers and food (sandwiches, coffee, etc.) and has been heavily attended and enthusiastically received.
>
> An interesting response came in connection with financing the affair. The first one was entirely free, but there was considerable spontaneous expression to the effect, "It's all right to do this sort of thing for soldiers without cost, but we work and make good money, and we'll be glad to pay something." Since the first evening, a charge of twenty-five cents per person has been made.
>
> Other ideas, such as keeping movies, bowling alleys, and similar recreational facilities open, and repeating radio programs, are in varying stages of development.

Big Business Furnishes Big Army-Navy Contingents

IF THERE is any thought that the great industries of the country which are playing so vital a role in the war effort are in any way immune from the drafts of labor that are building the armed forces, such a misconception is dispelled when the facts are known.

A number of the country's largest corporations were asked for data indicating approximately the proportion of employees who were in the armed forces as of February 1. Replies from eighteen companies that in the aggregate were employing more than 2,500,000 persons indicate that their combined contribution to the armed forces amounts to almost 400,000, or an average of about 16% of their total working forces. The contribution of individual companies varies from 8.7% to 24.2%. In two cases, the percentages are figured on the basis of total male employees, because of the large proportion of women employees in those companies.

The figures by individual companies are shown in the following table. Since military censorship prevents the identification of the figures from some companies, it has seemed best not to identify any of the companies.

	Total Employment	In Armed Services	Per Cent of Total
Company A	112,925	14,314	12.7
B	175,000	25,000	14.3
C	165,000	28,000	17.0
D	122,100	20,722	17.0
E	32,300	2,995	9.3
F	265,000	40,000	15.1
G	70,500	9,826	13.9
H	64,800	12,439	19.2
I	73,200	14,499	19.8
J	85,800	10,295	12.0
K	53,606	10,030	18.7
L	99,538	8,630	8.7
M	370,000	44,684	12.1
N	83,500	10,000	12.0
O	313,750	61,830	19.7
P	252,963	61,217	24.2
Q	32,000	4,972	15.5
R	146,100	19,726	13.5
TOTAL	2,518,082	399,179	15.9

The extent of the contribution of these eighteen companies to the armed strength of the nation may be illustrated by the fact that their combined military personnel would form something over twenty-six infantry triangular divisions, which, as now constituted, consist of more than 15,000 men each.

Measuring Absenteeism

THIS REPORT of absenteeism during December, 1942, is an analysis of the absence data received from twenty-nine plants located in thirteen states. These plants employed 106,620 persons, of whom 24.5% were women. Approximately 70% of the output of these plants is war production. About 19% of all males and 35% of all females included in this report are office workers. Seventy-seven per cent of all the men and women covered are factory employees.

DATA COVERED

Table 1, covering male employees, illustrates the relationship of hours of work to absenteeism. The number of days lost per employee increases noticeably and in direct relation to increases in weekly work hours.

TABLE 1: FREQUENCY AND DURATION OF ABSENCE AMONG 80,512 MALE EMPLOYEES, DECEMBER, 1942

Number of Hours Worked per Week

Weekly Work Hours	Average Number of Absences per 1,000 Employees			Average Days Lost per Absence			Average Number of Days Lost per Employee
	Short-Term	Long-Term	All Absences	Short-Term	Long-Term	All Absences	
Over 60....	456	114	570	1.7	6.9	2.7	1.6
55–59......	...	...	...	...	...	...	...
50–54......	175	60	235	1.7	6.6	3.0	0.8
45–49......	390	47	437	1.3	6.6	1.9	0.8
40–44......	92	35	127	1.6	10.3	3.9	0.5
35–39......	175	65	240	1.7	7.6	3.3	0.7
TOTAL...	196	44	240	1.5	7.9	2.7	0.65

The "Total" at the base of this table indicates the average rates of absenteeism of all the male employees covered by this report, regardless of their weekly work schedules.

TABLE 2: FREQUENCY AND DURATION OF ABSENCE AMONG 26,108 FEMALE EMPLOYEES, DECEMBER, 1942

Number of Hours Worked per Week

Weekly Work Hours	Average Number of Absences per 1,000 Employees			Average Days Lost per Absence			Average Number of Days Lost per Employee
	Short-Term	Long-Term	All Absences	Short-Term	Long-Term	All Absences	
50–54......	413	134	547	1.6	6.8	2.8	1.5
45–49......	344	315	659	2.1	4.8	3.4	2.3
40–44......	456	79	535	1.3	6.8	2.1	1.1
35–39......	254	84	338	1.5	7.8	3.1	1.0
TOTAL...	402	91	493	1.4	6.8	2.4	1.16

According to the data shown in Table 2, long hours of work affect the absence rate of women in a greater degree than in the case of men, despite the shorter range in weekly work schedules. In this table, as the number of absences per thousand does not vary in relation to hours worked, the number of days lost per absence also may be used as an indicator.

As will be noted in a comparison of the total figures in Tables 1 and 2, female employees were reported absent 105% more frequently than males. Women showed the greater tendency to be absent for long periods of time. As compared with all long-term absences reported, women were absent 107% more frequently than men. They were absent 105% more often than men in the short-term absence category. Eighty-two percent of all women's absences were of one, two or three days' duration, which accounted for 47% of their total time lost because of sickness, non-industrial accidents and absence for personal reasons.

TABLE 3: FREQUENCY, CAUSE AND DURATION OF ABSENCE AMONG 45,012 MALE AND 15,077 FEMALE EMPLOYEES DECEMBER, 1942

	Short-Term Absences			Long-Term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 employees									
Men.........	109	1	120	34	1	13	143	2	133
Women......	199	1	188	46	2	64	245	3	252
Days lost per absence									
Men.........	1.5	1.6	1.4	9.5	11.0	5.2	3.4	6.7	1.7
Women......	1.4	1.9	1.6	8.4	12.4	5.6	2.7	7.7	2.6

The reports of fifteen companies employing 60,089 persons are analyzed in Table 3 to show the relative importance of illness, non-industrial accidents and absence for personal reasons. Illness accounted for 50.5% of the absences, non-industrial accidents for 0.7% and 48.8% were due to personal reasons.

TABLE 4: FREQUENCY AND DURATION OF ABSENCE SEPTEMBER–DECEMBER, 1942

MALE	September[1]	October	November	December	Summary of Four Months
Absences per 1,000 employees.....	135	145	197	240	179
Days lost per employee (per yr.)..	6.7	6.2	6.9	7.8	6.9
Days lost per absence............	2.5	3.6	2.9	2.7	...
FEMALE					
Absences per 1,000 employees.....	146	267	411	492	329
Days lost per employee (per yr.)..	7.8	8.1	12.6	13.9	10.8
Days lost per absence............	2.8	3.0	2.5	2.4	...

[1] From a survey of 73,550 men and 12,295 women.

Women showed the greater tendency to be absent for personal reasons; 50.4% of their absences were reported under this category, as compared with 47.8% for men. Illnesses were second in importance to personal reasons, accounting for 49.0% of women's and 51.5% of men's absences. Non-industrial accidents were almost negligible, amounting to only 0.6% and 0.7% of women's and men's absences respectively.

Table 4 contains a summary of the material gathered for this index over a period of four months. The pronounced variation which is to be found between the figures of the different months is partly due to the normal change in the characteristics of absenteeism at this particular time of the year and partly to the changes which were made in the sample of cooperating companies.

Table 5 shows the average weekly work hours of the men and women in the factories and in the offices of the reporting companies.

KING MACRURY
Management Research Division

TABLE 5: AVERAGE WEEKLY WORK HOURS

	Men	Women
Factory	45.3	41.5
Office	39.2	39.2
Combined	44.1	40.7

Wage and Salary Stabilization

PREMIUM ORDER—PANELS—GENERAL ORDERS 28, 29

THE Public Contracts Act of June 30, 1936 (Walsh-Healy Act) and the Fair Labor Standards Act of 1938 (Wage-Hour Law) are the two federal laws involved in the payment of time-and-one-half for hours worked in excess of forty in any given work week. Many persons have held that the overtime provisions of these laws should be suspended for the duration of the war, while others have stated just as emphatically that such action would be inadvisable even in wartime. In view of the prolonged discussion of this question, it is interesting to note that overtime payment policy is now closely related to wage and salary stabilization policy.

At a closed[1] meeting of the American Society of Newspaper Editors held in Washington, D. C. on February 13, James F. Byrnes, Economic Stabilization Director, commented on this close relationship as follows:

> Under the Stabilization Act passed by Congress on October 2, it would be impossible to take away the existing right to overtime pay unless it was compensated by an increase in basic hourly rates. The Act forbids a decrease in wages below the highest paid between January 1 and September 15, 1942. Congress did not forbid a decrease in "hourly rates." It said "wages" and lest there be misunderstanding said "wages" and "salaries" should include "additional compensation on an annual or other basis." Congress further said no action should be taken inconsistent with the Fair Labor Standards Act.
>
> It is said that if we could not decrease the wages, we could increase the basic rates. An increase in basic rates in these high-wage war industries would provoke irresistible demands for pay increases in lower paid industries. It would upset our whole wage structure and greatly aggravate the difficulties of postwar wage readjustments. The overtime requirements of the Fair Labor Standards Act do not apply to farming, retail stores or purely local intrastate industries. But many non-war industries would probably have to meet the increased basic rate in order to hold even a minimum labor supply. A condition, not a theory, confronts us. Whether we like it or not, in time of peace, overtime payments became a basic part of contractual relations between industry and labor and to reform them now would require profound industrial readjustments. In the midst of total war we should not tamper with the rules of the industrial system, unless it is clear that a change is vitally necessary to help us win the war.

PREMIUM PAY ORDER, NO. 9240

Executive Order No. 9240 put an end to the payment of double-time for work performed on Sunday as such. A short time after this order was issued, employees of the Glenn L. Martin Company in Baltimore were granted an adjustment in compensation to make up for the loss of their former week-end premium pay. In February, the employees of the York Safe and Lock Company, York, Pennsylvania, about fifty miles from the Glenn L. Martin plant, were granted by a WLB decision a shift bonus to compensate for loss in "take-home" pay suffered by the employees as a result of the premium pay order. On the same day, the War Labor Board granted a special bonus to employees of the New Britain Machine Company, New Britain, Connecticut, for a similar reason. The latter two WLB decisions seem to have the effect of setting up the policy that losses in "take-home" pay may be restored by some sort of compensation adjustment. It was pointed out by the WLB, however, that in these cases there was no change in basic wage rates, the extra pay being granted in the form of bonuses. For example, in the York Safe and Lock Company decision, the War Labor Board made the following statement:

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[1] Speech made public February 23.

> The payments to employees on the swing shifts are authorized, under the circumstances of this case, to compensate these employees for a reduction in their total earnings caused by the elimination of premium pay pursuant to Executive Order 9240. The compensation previously received by these employees in the form of premium pay for work on Sunday constituted an integral part of the agreed wage for their particular jobs.

On February 25, the shipbuilding and ship repair industry was granted a permanent exemption from compliance with the provisions of Executive Order No. 9240, effective March 2, 1943. Following is an excerpt of the official text relating to this exemption:

> The Shipbuilding Stabilization Committee has made application for a determination that the provisions of Executive Order No. 9240 shall not apply to the Shipbuilding and Ship Repair industry. The Navy Department, Maritime Commission, and the War Department have concurred in the application.

Temporary postponement of the application of the order to this industry had been granted twice, on September 30 and again on November 30.

NEWSPAPER PANEL

On February 24 the WLB issued a directive establishing an advisory panel for the daily newspaper printing and publishing industry. This is the first advisory panel that has been created by the WLB. The main difference between its functions and those of commissions established in certain other industries is that it will not have the authority to make final and binding decisions and issue orders. Following is a special outline of the main points in the directive order establishing this panel:

A. The panel is created for an initial period of ninety days. Headquarters shall be at regional WLB offices in Chicago, Illinois.

B. Employees covered by this order include those in mechanical, maintenance, mailing, editorial, art, circulation (including newsboys), commercial, and kindred departments.

C. The panel consists of six members appointed by the WLB.

D. Applications for pay adjustments will be referred directly to the panel by regional war labor boards.

E. The panel shall handle both pay adjustments and labor disputes. Its findings and recommendations shall be filed with the WLB, copies being sent to appropriate regional boards.

F. The WLB will notify the panel of its final decisions and will direct regional boards to notify the parties of this action.

RAILROAD PAY ADJUSTMENTS

On February 5, President Roosevelt issued Executive Order No. 9299 prescribing regulations and procedure with respect to wage and salary adjustments for employees subject to the Railway Labor Act. Following are the main provisions of this order:

1. Notice of proposed changes in wage rates must be filed with the Chairman of the National Railway Labor Panel.

2. If necessary the Chairman may designate three members of the Panel as an Emergency Board to investigate the proposed change and report to the President.

3. Copies of the report made by the Emergency Board to the President shall be filed with the Economic Stabilization Director, the WLB, and the Commissioner of Internal Revenue.

4. The recommendation of the Emergency Board shall become effective thirty days after the report is filed with the President unless otherwise directed by the Economic Stabilization Director.

GENERAL ORDERS

General Order No. 25 relating to pay adjustments of employees of the Tennessee Valley Authority was superseded in February by Order No. 25A. The new order adds the authority to approve pay adjustments for employees of contractors working for the TVA.

Two new basic orders were issued by the WLB during February, one relating to employees in the Government Printing Office, the other to employees of the Pan American Union.

A special arrangement of the main provisions of the orders follows:

> *28.* Authority over pay adjustments of employees of the Government Printing Office is delegated to the Joint Committee on Printing.
>
> *29.* Authority over pay adjustments of employees of the Pan American Union is delegated to the Director General of the Pan American Union.

E. S. HORNING
Management Research Division

Monthly Review of Labor Statistics
January-February, 1943

COMPILATIONS by THE CONFERENCE BOARD of wage and hour statistics applicable to wage earners in twenty-five manufacturing industries continue to show upward movements. One exception between December and January was a decline of 0.1% in employment, the first in this index since December, 1941.

WAGE-RATE INCREASES AND WORKERS AFFECTED

Date	All Manufacturing[1]		25 Manufacturing Industries[2]	
	Wage Earners Affected	Wage-rate Increase	Wage Earners Affected	Wage-rate Increase
1942				
January	*n.a.*	*n.a.*	3.7%	6.1%
February	1.9%	7.9%	3.0	5.7
March	2.5	7.9	4.1	6.3
April	2.5	8.0	4.0	7.1
May	4.2	8.3	4.7	6.4
June	3.7	8.3	4.3	7.5
July	6.4	7.1	4.6	7.1
August	9.1	7.7	9.6	5.8
September	7.8	7.4	5.7	6.5
October	2.1	9.6	5.3	6.7
November	0.5	9.3	6.6	6.7
December*p*	*n.a.*	*n.a.*	2.0	5.0
1943				
January*p*	*n.a.*	*n.a.*	0.6	14.4

[1] United States Bureau of Labor Statistics
[2] THE CONFERENCE BOARD

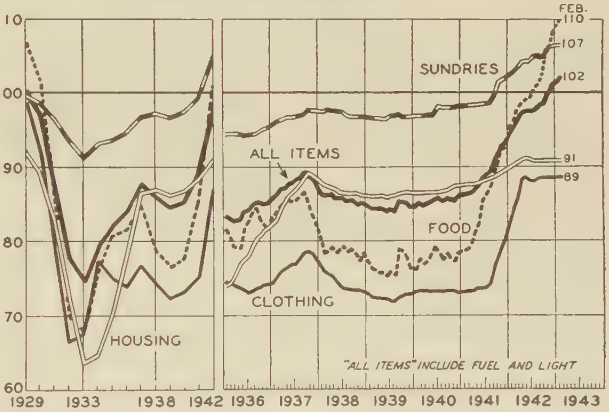
n.a. Not available
p Preliminary

In January of this year, average hourly earnings of all wage earners in these industries stood at $.978, or 0.8% higher than in the previous month, 11.4% greater than in January, 1942, and 65.8% above the 1929 average. Average hours per week per wage earner, at 44.3, were 0.2% longer than in December, but 8.3% shorter than the average for 1929. This combination of higher average hourly earnings and a longer work week resulted in a 1.2% rise in average weekly earnings to a new high level of $43.49. Since the cost of living rose only 0.4% between December and January, "real" weekly earnings were 0.8% higher in January than in the previous month. The increase over this period in total payrolls was 1.0%, while total man hours worked rose 0.1%.

As shown by the accompanying table, reported wage-rate increases for twenty-five manufacturing industries dropped sharply in December and again in January, in line with the President's stabilization program.

The unusually high average wage-rate increase of 14.4% shown for January should not be construed as a marked deviation from the previous trend, for the number of increases which were granted was small. In fact, this high percentage rate was due almost entirely to adjustments made in certain plants so that female workers would be paid the same rate for the same job as male workers. If this particular situation had not occurred in the January sample, the average rate of increase for those receiving raises would have been in line with the rates for previous months.

COST OF LIVING IN THE UNITED STATES
Index Numbers, 1923 = 100
Source: THE CONFERENCE BOARD



The cost of living for families of wage earners and lower-salaried clerical workers continued its upward trend from January to February, rising 0.4%. As has been the case for a number of months, this rise was due almost entirely to advancing prices of food, 1.0% between January and February. Coal prices rose 0.7% and the cost of sundries, 0.1%; all other items in the family budget remained unchanged. Currently, the cost of living is 7.0% higher than it was a year ago.

Between January and February, living costs rose in sixty-one of the seventy industrial cities for which THE CONFERENCE BOARD compiles such statistics. Over the year period they rose in all cities for which data are available.

On pages 122 to 133 of this issue of *The Management Record* appear revised indexes of the cost of living for twenty cities.

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Earnings, Hours, Employment and Payrolls in Manufacturing, January, 1943

EARNINGS, man hours worked, and total payrolls continued their trends of previous months and rose to new peak levels in January, 1943, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing industries. The average number of working hours in one week which was increased to 44.3, was the greatest since June, 1930. Employment reversed the upward trend of the past year and declined fractionally in January but exceeded all previous levels except that of December, 1942.

HOURLY AND WEEKLY EARNINGS

Average hourly earnings of all wage earners in the twenty-five manufacturing industries, after increasing for thirty consecutive months, reached $.978 in January, 1943. While the January level exceeded that of December by only 0.8%, it was 28.9% above earnings in January, 1941. The rise from December to January resulted largely from wage-rate increases. The fractional advance in working hours caused only a negligible increase in overtime payments.

Average weekly earnings, reflecting both the advance in hourly earnings and the small increase in working hours from December to January, rose 1.2%, and averaged $43.49, a new peak. From January, 1941, to January, 1943, weekly earnings of manufacturing workers have increased 42.1%. Since living costs rose only 17.9% in the two-year period, "real" weekly earnings, or dollar earnings in terms of the commodities and services that they will purchase, were 20.5% higher at the end of the period than at the beginning. "Real" weekly earnings in January were 0.8% higher than in December, 1942.

HOURS OF WORK

The average manufacturing wage earner in the twenty-five industries worked 44.3 hours a week in January, 1943, the greatest number of hours of work averaged per week since June, 1930. While the average work week was shortened in thirteen of the individual industries in January, an increase of more than three hours in weekly working time of automobile workers, combined with somewhat smaller rises in working hours in eleven other industries, more than offset the declines.

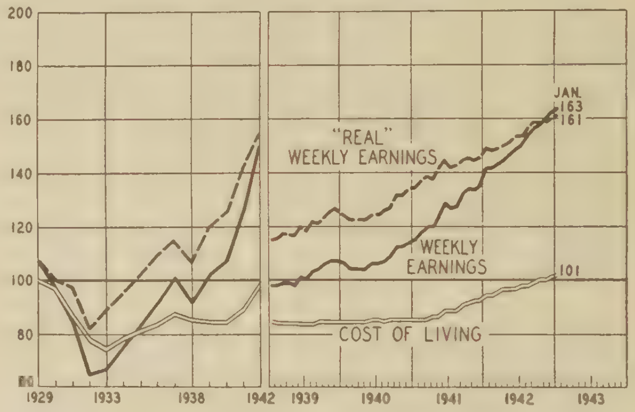
EMPLOYMENT, MAN HOURS AND PAYROLLS

Employment in the twenty-five industries was slightly curtailed in January. This was the first month since December, 1941, in which employment declined. Because the decline between the two consecutive months amounted to only 0.1%, the January level was higher than that in any other previous month since these surveys were initiated except December, 1942. Since January, 1941, employment gains have amounted to 32.9%.

AVERAGE WEEKLY EARNINGS, TWENTY-FIVE MANUFACTURING INDUSTRIES

Index Numbers, 1923=100

Source: THE CONFERENCE BOARD



When employment of the individual labor groups is examined, a somewhat different picture is observed. While male workers in January, 1941, had comprised more than 83% of all workers, in January, 1943, they accounted for only 79% of all workers. This change resulted both from the employment of larger numbers of women and a decline in the number of men at work in these industries. While a substantial number of skilled male workers have been replaced by women, the substitution of women for unskilled male workers has been even greater.

Total man hours, showing the effect of both curtailed employment and slightly longer working hours, rose 0.1% in January to a new peak level. They exceeded total man hours in January, 1941, by 46.5%. As compared with June, 1930, when the average work week consisted of 44.5 hours, man hours in January, 1943, were up 63.1%.

The effect of curtailed employment in January was more than offset by higher weekly earnings, so that total payrolls rose to a new peak, 1.0% higher than they had

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

Note: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Date		Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
						Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
						Actual	Real	Actual	Real				
1942	January	$.878	$37.47	42.4	40.8	162.3	171.7	140.8	149.0	86.2	127.9	110.2	180.1
	February	.880	37.53	42.4	40.9	162.7	171.1	141.0	148.3	86.2	128.8	111.0	181.6
	March	.888	38.14	42.7	41.0	164.1	170.8	143.3	149.1	86.8	130.0	112.8	186.3
	April	.896	38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
	May	.906	39.00	42.7	41.2	167.5	172.1	146.6	150.7	86.8	132.5	115.0	194.2
	June	.917	39.52	42.7	41.2	169.5	174.2	148.5	152.6	86.8	134.2	116.5	199.3
	July	.928	39.80	42.6	41.2	171.5	175.4	149.6	153.0	86.6	135.7	117.5	203.0
	August	.940	40.87	43.2	41.2	173.8	177.2	153.6	156.6	87.8	137.9	121.1	211.8
	September	.957	41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
	October	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6	125.5	224.0
	November	.966	42.50	43.7	41.5	178.6	178.1	159.7	159.2	88.8	141.8	125.9	226.5
	December	.970	42.98*r*	44.2	41.6	179.3	177.5	161.5*r*	159.9*r*	89.8	145.2*r*	130.4*r*	234.5
1943	January	.978	43.49	44.3	41.9	180.8	178.3	163.4	161.1	90.0	145.0	130.5	236.9

*r*Revised

EARNINGS AND HOURS, ALL WAGE EARNERS, JANUARY, 1943

Note: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement	$1.051	$1.045	$47.39	$46.97	45.1	44.9	43.4	43.2
Automobile[1]	1.298	1.266*r*	59.47	53.93*r*	45.8	42.6*r*	41.9	41.8
Boot and shoe	.690	.690	27.25	27.06	39.5	39.2	40.5	40.7
Chemical	.997	.997	44.17	42.67	44.3	42.8	40.4	40.4
Rayon and allied products	.888	.875	37.74	34.56	42.5	39.5	40.0	40.0
Cotton—North	.729	.731	31.26	31.62	42.9	43.3	40.5	40.5
Electrical manufacturing	1.049	1.044	48.97	48.65	46.7	46.6	41.4	41.1
Furniture[2]	.903	.886	41.67	40.56	46.1	45.8	42.9	41.2
Hosiery and knit goods	.718	.701	29.16	28.18	40.6	40.2	40.6	40.6
Iron and steel[3]	1.107	1.094	44.05	43.98	39.8	40.2	41.5	41.3
Leather tanning and finishing	.844	.841	35.35	36.60	41.9	43.5	42.8	42.7
Lumber and millwork	.993	.985	43.38	43.46	43.7	44.1	41.3	41.5
Meat packing	.832	.851	36.43	36.90	43.8	43.4	40.4	40.5
Paint and varnish	.897	.894	39.65	38.53	44.2	43.1	40.1	40.0
Paper and pulp	.857	.856	38.94	39.21	45.4	45.8	41.1	40.5
Paper products	.790	.787	34.60	34.62	43.8	44.0	40.8	40.5
Printing—book and job	.918	.916	40.46	40.47	44.1	44.2	39.8	39.8
Printing—news and magazine	.996	1.028	39.04	40.54	39.2	39.4	39.7	39.7
Rubber	1.059	1.057	47.36	46.82	44.7	44.3	41.5	40.3
1. Rubber tires and tubes	1.157	1.161	51.82	50.95	44.8	43.9	41.5	40.4
2. Other rubber products	.931	.913	41.54	40.99	44.6	44.9	41.6	40.2
Silk and rayon	.671	.680	27.19	29.31	40.5	43.1	42.0	42.0
Wool	.852	.850	36.55	36.36	42.9	42.8	40.5	40.4
1. Woolen and worsted goods	.838	.837	35.50	35.22	42.4	42.1	40.1	40.0
2. Other woolen products[4]	.875	.871	38.35	38.31	43.8	44.0	41.1	41.1
Foundries and machine shops	1.067	1.055	51.00	50.92	47.8	48.3	44.1	43.4
1. Foundries	1.028	1.009	48.09	47.81	46.8	47.4	42.6	42.3
2. Machines and machine tools	1.051	1.045	53.26	53.06	50.7	50.8	45.4	44.9
3. Heavy equipment	1.179	1.159	56.02	56.50	47.5	48.8	45.4	43.3
4. Hardware and small parts	1.009	.965	46.90	45.54	46.5	47.2	42.4	41.3
5. Other products	1.028	1.028	48.61	48.59	47.3	47.2	43.5	43.5
25 INDUSTRIES	$.978	$.970	$43.49	$42.98*r*	44.3	44.2	41.9	41.6
Cement	$ .817	$.815	$30.76	$30.45	37.7	37.4	39.8	39.7
Petroleum refining	1.214	1.203	49.03	48.34	40.4	40.2	39.5	39.3
27 INDUSTRIES	$.980	$.972	$43.48	$42.96*r*	44.2	44.1	41.8	41.5
Aircraft	$. 984	$ .972	$45.42	$44.55	46.2	45.8	47.0	46.9
Shipbuilding	1.247	1.227*r*	58.83	57.93*r*	47.2	47.2*r*	47.7	47.8*r*

See footnotes on page 115

been in December. Since January, 1941, they have risen 88.8%.

OTHER INDUSTRIES

Wage-rate increases granted and a reduction in the proportion of unskilled male workers were responsible for a rise of 0.2% in the hourly earnings of all workers in the cement industry in January. The added effect of a slightly longer work week served to raise weekly earnings of cement workers 1.0% above the December level. Employment declined 5.5% in January, largely because of the curtailing of construction.

In the petroleum refining industry, on the other hand, increased demands for petroleum products both by the fighting forces and for the production of war materials were responsible for an 0.3% increase in employment in January. Slightly longer weekly working hours and overtime payments at a premium rate caused average hourly earnings to rise 0.9% in January. Weekly earnings of all workers in petroleum refineries averaged $49.03 in January, exceeding those in December by 1.4%.

Wage earners in the aircraft industry worked a greater number of hours in January and, because of the premium rate paid for this additional work, received hourly earnings of $.984, or 1.2% more than in December. While longer working hours and a reduction in the number of male workers would normally tend to raise hourly earnings, an influx of a substantial number of female workers might be expected to reduce the average for all workers. However, the hourly earnings of these female workers averaged $.811 in January, or 2.3% more than in December and contributed substantially toward the rise in the hourly earnings of all workers. From these higher hourly earnings we may infer that women are replacing men in the more highly paid skilled occupations as well as in the lower-paid unskilled jobs. Weekly earnings of all workers, reflecting the longer working hours as well as the higher hourly earnings, rose 2.0% to $45.42 in January.

In the shipbuilding industry, where the employment of women is still more or less in the experimental stage, hourly earnings of all workers rose 1.6% in January and averaged $1.247. A slightly larger proportion of skilled workers was undoubtedly the cause of this increase, since the number of hours worked in one week

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, JANUARY, 1943

Index Numbers, 1923 = 100

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

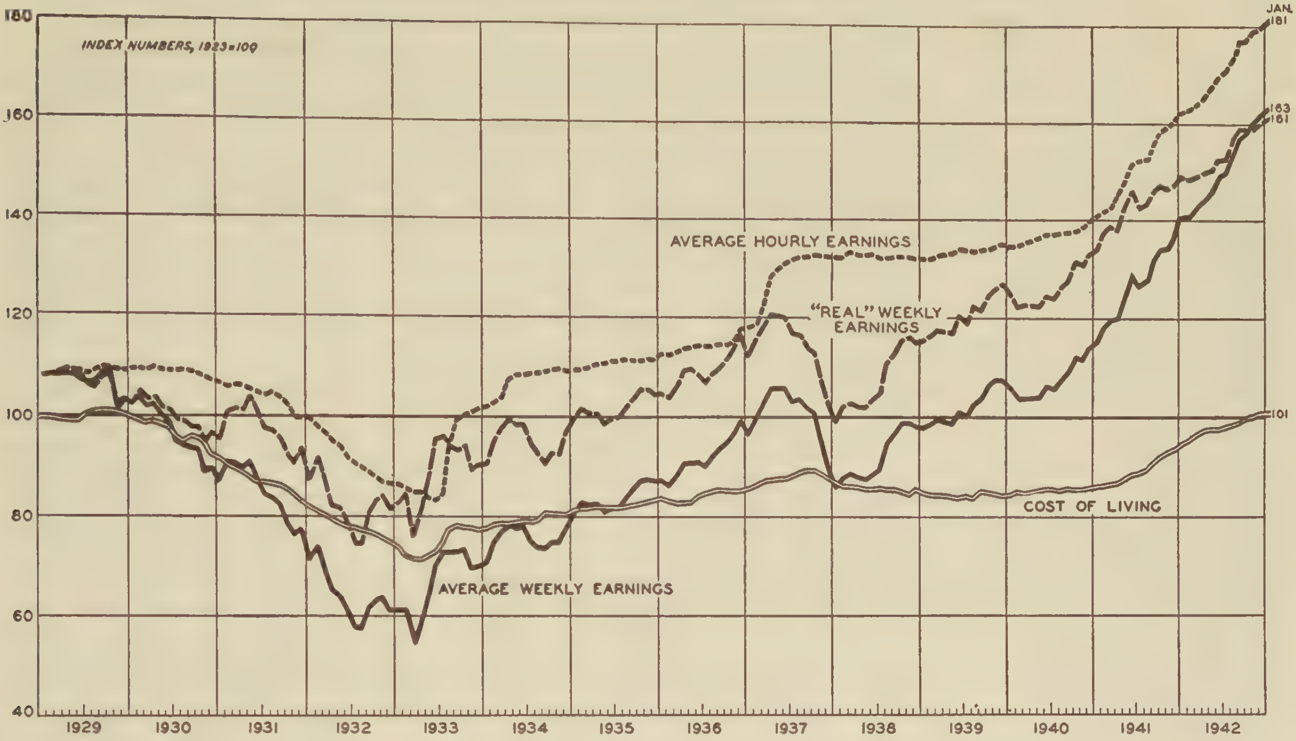
INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement	189.0	187.9	172.3	170.7	169.9	169.0	150.0	148.2	136.7	134.4	258.5	253.0
Automobile[1]	205.4	200.3*r*	197.3	178.9*r*	194.6	177.1*r*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Boot and shoe	139.4	139.4	120.6	119.7	118.9	118.5	69.6	96.6	60.3	83.1	83.9	115.6
Chemical	197.0	197.0	164.1	158.6	161.8	157.0	162.3	158.2	135.2	127.4	266.3	250.9
Cotton—North	163.8	164.3	147.2	148.9	145.2	147.4	53.7	54.6	48.2	49.5	79.0	81.3
Electrical manufacturing	184.7	183.8	180.8	179.6	178.3	177.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Furniture[2]	174.7	171.4	167.1	162.6	164.8	161.0	110.7	102.5	105.8	97.4	185.0	166.7
Hosiery and knit goods	188.0	183.5	165.0	159.5	162.7	157.9	104.4	105.3	91.6	91.4	172.3	168.0
Iron and steel[3]	185.7	183.6	128.7	128.5	126.9	127.2	127.5	127.0	88.0	88.5	164.1	163.2
Leather tanning and finishing	173.7	173.0	152.6	158.0	150.5	156.4	86.2	86.9	75.9	79.4	131.5	137.3
Lumber and millwork	209.9	208.2	185.2	185.6	182.6	183.8	61.6	62.9	54.4	56.0	114.1	116.7
Meat packing	175.9	179.9	154.8	156.8	152.7	155.2	158.8	156.0	139.9	136.2	245.8	244.6
Paint and varnish	168.0	167.4	149.2	145.0	147.1	143.6	145.0	144.7	128.8	125.2	216.3	209.8
Paper and pulp	170.0	169.8	149.3	150.3	147.2	148.8	114.5	115.3	100.3	101.9	170.9	173.3
Paper products	173.2	172.6	158.9	159.0	156.7	157.4	171.5	170.5	157.8	157.5	272.5	271.1
Printing—book and job	140.6	140.3	135.1	135.1	133.2	133.8	124.0	124.1	119.2	119.5	167.5	167.7
Printing—news and magazine	143.7	148.3	125.0	129.8	123.3	128.5	126.6	126.3	110.3	110.6	158.3	163.9
Rubber	169.2	168.8	169.0	167.0	166.7	165.3	116.8	112.5	116.6	111.3	197.4	187.9
Silk and rayon	135.3	137.1	118.1	127.3	116.5	126.0	84.9	86.3	73.9	80.0	100.3	109.9
Wool	168.7	168.3	152.5	151.7	150.4	150.2	83.9	84.5	75.8	76.1	127.9	128.2
Foundries and machine shops	186.2	184.1	179.8	179.5	177.3	177.7	242.3	242.0	233.6	235.7	435.7	434.4
1. Foundries	174.2	171.0	162.4	161.5	160.2	159.9	151.4	151.8	141.1	143.3	245.9	245.2
2. Machines and machine tools	191.4	190.3	195.1	194.4	192.4	192.5	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
3. Heavy equipment	176.0	173.0	169.7	171.1	167.4	169.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
4. Hardware and small parts	197.1	188.5	189.0	183.6	186.4	181.8	213.1	211.9	204.4	206.2	402.8	389.0
5. Other products	183.6	183.6	177.9	177.8	175.4	176.0	274.3	274.7	265.8	265.6	488.0	488.4
25 INDUSTRIES	180.8	179.3	163.4	161.5*r*	161.1	159.9*r*	145.0	145.2*r*	130.5	130.4*r*	236.9	234.5

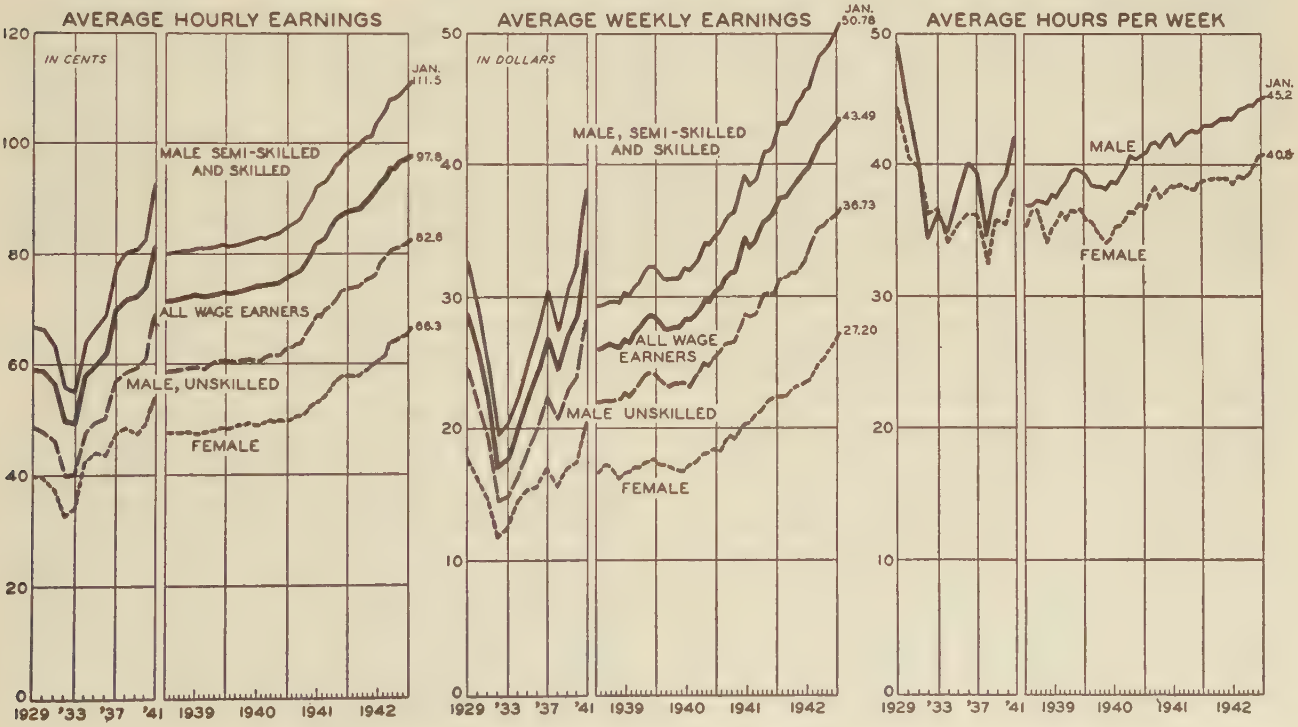
NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries."

See footnotes on page 115

WAGE EARNINGS IN TWENTY-FIVE MANUFACTURING INDUSTRIES

Source: The Conference Board





EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, JANUARY, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement	$1.064	$1.058	$48.02	$47.58	45.2	45.0	$.769	$.745	$33.91	$32.47	44.1	43.6
Automobile[1]	1.347	1.320r	62.35	56.76r	46.3	43.0r	.955	.855r	40.92	33.80r	42.8	39.5
Boot and shoe	.801	.795	32.58	31.94	40.7	40.2	.573	.570	21.92	21.55	38.3	37.8
Chemical	1.065	1.065	47.82	46.33	44.9	43.5	.676	.664	27.85	26.03	41.2	39.2
Rayon and allied products	.961	.958	39.02	39.18	40.6	40.9	.656	.647	24.34	24.07	37.1	37.2
Cotton—North	.794	.797	35.31	35.96	44.5	45.1	.652	.653	26.83	26.95	41.1	41.3
Electrical manufacturing	1.167	1.157	55.96	55.44	47.9	47.9	.768	.752	33.69	32.77	43.9	43.6
Furniture[2]	.959	.903	45.22	41.63	47.1	46.1	.657	.618	27.74	25.34	42.2	41.0
Hosiery and knit goods	.960	.893	41.18	37.73	42.9	42.2	.609	.564	24.15	22.46	39.6	39.8
Iron and steel[3]	1.107	1.094	44.05	43.98	39.8	40.2	....	....	....	....	....	....
Leather tanning and finishing	.866	.862	36.74	37.94	42.4	44.0	.683	.686	26.16	27.50	38.3	40.1
Lumber and millwork	.993	.985	43.38	43.46	43.7	44.1	....	....	....	....	....	....
Meat packing	.875	.891	38.91	39.56	44.5	44.4	.656	.671	26.96	26.45	41.1	39.4
Paint and varnish	.925	.915	40.89	38.52	44.2	42.1	.666	.668	24.71	25.05	37.1	37.5
Paper and pulp	.877	.879	40.21	40.61	45.9	46.2	.613	.607	24.85	25.02	40.6	41.2
Paper products	.898	.897	41.33	40.86	46.0	45.6	.589	.587	23.71	24.28	40.3	41.3
Printing—book and job	1.076	1.034	48.81	46.32	45.4	44.8	.586	.563	24.36	23.87	41.6	42.4
Printing—news and magazine	1.085	1.119	42.31	44.07	39.0	39.4	.608	.591	24.33	23.49	40.0	39.8
Rubber	1.207	1.208	56.42	55.52	46.8	46.0	.769	.759	31.70	31.37	41.2	41.3
1. Rubber tires and tubes	1.264	1.271	58.72	57.26	46.5	45.1	.850	.834	34.48	33.88	40.5	40.6
2. Other rubber products	1.108	1.089	52.34	52.01	47.3	47.7	.708	.702	29.53	29.39	41.7	41.9
Silk and rayon	.757	.772	31.09	34.58	41.1	44.8	.538	.531	21.36	21.61	39.7	40.7
Wool	.914	.914	40.50	40.53	44.3	44.3	.745	.742	30.33	29.88	40.7	40.3
1. Woolen and worsted goods	.897	.895	39.16	38.98	43.7	43.6	.752	.753	30.51	29.87	40.6	39.7
2. Other woolen products[4]	.939	.936	42.47	42.35	45.3	45.3	.731	.723	29.94	29.91	41.0	41.4
Foundries and machine shops	1.108	1.094	53.60	53.42	48.4	48.8	.752	.737	33.09	32.41	44.0	44.0
1. Foundries	1.035	1.016	48.60	48.30	46.9	47.5	.757	.731	31.66	31.61	41.8	43.2
2. Machines and machine tools	1.098	1.086	56.89	56.37	51.8	51.9	.748	.740	32.98	32.39	44.1	43.8
3. Heavy equipment	1.179	1.159	56.02	56.50	47.5	48.8	....	....	....	....	....	....
4. Hardware and small parts	1.081	1.036	51.59	50.11	47.7	48.4	.740	.689	31.25	29.63	42.2	43.0
5. Other products	1.086	1.084	51.97	51.83	47.9	47.8	.759	.753	33.96	33.51	44.7	44.5
25 INDUSTRIES	$1.056	$1.044r	$47.85	$47.05r	45.2	45.0	$.663	$.647r	$27.20	$26.44r	40.8	40.7
Cement	$.817	$.815	$30.76	$30.45	37.7	37.4	....	....	....	....	....	....
Petroleum refining	1.214	1.203	49.03	48.34	40.4	40.2	....	....	....	....	....	....
27 INDUSTRIES	$1.057	$1.045r	$47.73	$46.94r	45.0	44.9	....	....	....	....	....	....
Aircraft	$1.059	$1.040r	$50.06	$48.74r	47.3	46.9r	$.811	$.793r	$35.56	$34.32r	43.8	43.3r
Shipbuilding	1.252	1.230r	59.11	58.11r	47.2	47.2r	.920	.864r	39.68	38.46r	43.1	44.5r

See footnotes on page 115

by men remained at the December level and the work week of the expanded group of female workers was shorter in January. Since the work week of all workers remained unchanged at 47.2 hours in January, the rise in weekly earnings from the December level was exactly the same as that in hourly earnings, 1.6%.

LABOR STATISTICS IN JANUARY

Hourly earnings rose 0.8% to $.978 in January. As compared with earnings in January, 1942, they have advanced 11.4%, and since 1929, 65.8%.

Weekly earnings at $43.49 in January exceeded the December level by 1.2%, the January, 1942, level by 16.1%, and the average for 1929 by 52.3%.

Hours per week advanced 0.2% in January to average 44.3. They were 4.5% above the January, 1942, level, and 8.3% below the average for 1929.

"*Real*" *weekly earnings*, which are dollar earnings adjusted for changes in living costs, averaged 161.1 (1923 = 100) in January. The rise since December was 0.8%, and since January, 1942, 8.1%. They were 50.3% higher than the average for 1929.

Employment declined 0.1% in January, but was 13.4% higher than in the same month of last year and 43.6% above 1929 employment.

Man hours worked were 0.1% greater in January. Since January, 1942, they have risen 18.4%; since 1929 the rise has amounted to 31.6%.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, JANUARY, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Industry	Unskilled						Skilled and Semi-Skilled					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan	Dec.	Jan.	Dec.
Agricultural implement	$.843	$ .845	$37.56	$37.18	44.5	44.0	$1.091	$1.084	$49.33	$48.92	45.2	45.1
Automobile[1]	1.085	1.055r	50.74	44.97r	46.8	42.6r	1.382	1.355r	63.87	58.37r	46.2	43.1r
Boot and shoe	.445	.451	19.17	18.85	43.1	41.8	.813	.809	33.02	32.44	40.6	40.1
Chemical	.889	.893	38.76	38.58	43.6	43.2	1.121	1.121	50.67	48.88	45.2	43.6
Rayon and allied products	.715	.703	27.53	27.91	38.5	39.7	.990	.990	40.29	40.59	40.7	41.0
Cotton—North	.713	.714	31.53	31.81	44.2	44.5	.831	.833	37.07	37.79	44.6	45.4
Electrical manufacturing	.861	.841	39.98	38.52	46.4	45.8	1.203	1.192	57.93	57.34	48.1	48.1
Furniture[2]	.756	.733	35.48	34.08	46.9	46.5	1.001	.946	47.22	43.52	47.2	46.0
Hosiery and knit goods	.583	.534	25.70	18.51	44.1	34.7	1.007	.923	43.03	39.74	42.7	43.0
Iron and steel[3]	.854	.846	32.61	32.06	38.2	37.9	1.154	1.138	46.33	46.20	40.1	40.6
Leather tanning and finishing	.655	.652	27.53	27.91	42.0	42.8	.923	.909	39.27	40.15	42.5	44.2
Lumber and millwork	.753	.738	31.90	31.63	42.3	42.9	1.058	1.041	46.66	46.72	44.1	44.9
Meat packing	.744	.747	32.39	31.97	43.5	42.8	.956	.969	43.09	43.80	45.1	45.2
Paint and varnish	.783	.784	33.59	32.54	42.9	41.5	1.003	.990	45.14	41.88	45.0	42.3
Paper and pulp	.746	.751	33.14	33.21	44.4	44.3	.935	.938	43.53	44.09	46.5	47.0
Paper products	.727	.722	32.53	32.74	44.7	45.4	.962	.963	44.77	43.98	46.5	45.7
Printing—book and job	.651	.612	28.94	27.05	44.4	44.2	1.250	1.174	57.19	52.83	45.8	45.0
Printing—news and magazine	.708	.711	25.88	25.77	36.6	36.2	1.192	1.228	47.38	49.48	39.8	40.3
Rubber	.890	.878	40.94	39.51r	46.0	45.0	1.215	1.217	56.83	55.98	46.8	46.0
1. Rubber tires and tubes	.988	.970	45.84	43.84	46.4	45.2	1.270	1.278	59.03	57.60	46.5	45.1
2. Other rubber products	.711	.713	32.13	31.93	45.2	44.8	1.119	1.102	52.93	52.70	47.3	47.8
Wool	.755	.744	32.36	32.46	42.9	43.6	.990	.994	44.57	44.45	45.0	44.7
1. Woolen and worsted goods	.772	.765	32.56	32.71	42.2	42.8	.976	.978	43.54	43.12	44.6	44.1
2. Other woolen products[4]	.714	.707	31.87	31.97	44.6	45.2	1.007	1.009	45.77	45.69	45.4	45.3
Foundries and machine shops	.909	.904	43.10	43.45	47.4	48.1	1.142	1.137	55.43	56.45	48.5	49.7
1. Foundries	.833	.829	38.35	38.69	46.0	46.7	1.121	1.095	53.10	52.49	47.3	47.9
2. Machines and machine tools	.935	.932	47.24	47.80	50.5	51.3	1.123	1.119	58.41	58.71	52.0	52.5
3. Heavy equipment	.933	.924	43.30	43.83	46.4	47.4	1.217	1.206	58.05	59.50	47.7	49.3
4. Hardware and small parts	.866	.851	41.45	40.33	47.9	47.4	1.115	1.056	53.21	51.49	47.7	48.8
5. Other products	.939	.945	44.46	45.64	47.3	48.3	1.106	1.119	53.02	54.86	47.9	49.0
24 INDUSTRIES[5]	$.826	$.817r	$36.73	$36.07r	44.3	44.1	$1.115	$1.103r	$50.78	$50.15r	45.4	45.5r
Cement	$.713	$.700	$26.09	$25.52	36.6	36.5	$.831	$.831	$31.40	$31.17	37.8	37.5
Petroleum refining	.924	.922	37.29	36.60	40.4	39.7	1.246	1.253	50.36	50.50	40.4	40.3
26 INDUSTRIES[5]	$.826	$.817r	$36.65	$35.98r	44.2	43.9	$1.115	$1.103r	$50.62	$50.00r	45.3	45.3
Aircraft	$.999	$.984r	$44.83	$43.64r	44.9	44.4	$1.062	$1.042r	$50.26	$48.93r	47.3	46.9
Shipbuilding	1.020	1.004r	47.36	46.26r	46.5	46.1r	1.316	1.296r	62.45	61.70r	47.5	47.6r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

[1] Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.

[2] Includes wood, metal, and upholstered household and office furniture.

[3] Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

[5] Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

n.a. Not available for publication; included in total indexes.

[4] Principally rugs.

p Preliminary

r Revised

Payrolls at 236.9 (1923 = 100) in January were 1.0% higher than in December. They were 31.5% higher than in January, 1942, and 118.5% above the year average for 1929.

Manufacturing workers in January received the highest hourly earnings recorded since this series was begun. They worked 44.3 hours a week and received $43.49. Their "real" weekly earnings, or the services and commodities able to be purchased, were at a new high level.

While a slightly smaller number of persons enjoyed the benefits of the higher earnings, manufacturing establishments operated the greatest number of total man hours and disbursed the largest payrolls since these surveys were initiated.

E. B. DUNN
Division of Industrial Economics

Cost of Living, United States and 70 Cities, February

LIVING COSTS of wage earners' families in the United States showed a further increase of 0.4% between January 15 and February 15. Rises of 1.0% in food costs, of 0.7% in retail coal prices, and of 0.1% in the sundries group were the changes responsible for the advance in the weighted average of all items. THE CONFERENCE BOARD's index of the cost of living (1923 = 100) now stands at 101.8. This is 7.0% above that of a year ago, and 18.4% over the January, 1941, level. The purchasing value of the 1923 dollar, which amounted to 98.6 cents in January, declined to 98.2 cents in February.

The cost of living rose over the month in sixty-one of the seventy industrial cities for which THE CONFERENCE BOARD constructs indexes. The largest increase, 1.4%, was recorded in Saginaw, Michigan. In two cities, Oakland and Spokane, no change occurred; and in seven other cities declines were noted. Since February, 1942, living costs have advanced in all cities for which figures are available, such increases ranging from 4.1% in New Orleans to 11.2% in San Francisco.

Revised indexes of living costs for Atlanta, Birmingham, Bridgeport, Cincinnati, Cleveland, Dayton, Denver, Des Moines, Grand Rapids, Houston, Indianapolis, Louisville, Lynn, New Haven, Omaha, Portland (Oregon), Providence, Sacramento, Toledo and Wilmington, appear in this issue on pages 123–132.

H. S. HILL
Division of Industrial Economics

CHANGES IN THE COST OF LIVING, FEBRUARY, 1943

Item	Budgetary Weights[1]	Index Numbers, 1923 = 100			Percentage Changes	
		February, 1943	January, 1943	February, 1942	January, 1943 to February, 1943	February, 1942 to February, 1943
Food[2]	33	110.2	109.1	95.7	+1.0	+15.2
Housing	20	90.8	90.8	90.4	0	+0.4
Clothing	12	88.6	88.6	84.5	0	+4.9
Men's	...	*98.1*	*98.1*	*93.6*	*0*	*+4.8*
Women's	...	*79.0*	*79.0*	*75.3*	*0*	*+4.9*
Fuel and light	5	92.2	91.7	90.4	+0.5	+2.0
Coal	...	*95.4*	*94.7*	*92.7*	*+0.7*	*+2.9*
Electricity[3]	...	*67.5*	*67.5*	*67.6*	*0*	*−0.1*
Gas[4]	...	*94.8*	*94.8*	*94.7*	*0*	*+0.1*
Sundries	30	106.7	106.6	102.9	+0.1	+3.7
Weighted average of all items	100	101.8	101.4	95.1	+0.4	+7.0
Purchasing value of dollar	...	98.2	98.6	105.2	−0.4	−0.7

[1] Relative importance in post World War I family budget.
[2] Based on THE CONFERENCE BOARD's indexes of food prices.
[3] Based upon retail prices of 35 kilowatt-hours of electricity.
[4] Based upon retail prices of 1,000 cubic feet of natural gas, or 2,000 cubic feet of manufactured gas.

COST OF LIVING OF WAGE EARNERS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR
Index Numbers, 1923 = 100

Date	Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light				Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total	Coal	Electricity	Gas		
1942 February	95.1	95.7	90.4	84.5	93.6	75.3	90.4	92.7	67.6	94.7	102.9	105.2
March	96.1	97.5	90.7	85.8	95.2	76.4	90.4	92.8	67.6	94.7	103.5	104.1
April	97.1	98.8	91.0	88.4	98.3	78.5	90.1	92.3	67.6	94.7	104.1	103.0
May	97.3	99.1	91.1	88.6	98.0	79.1	90.5	92.9	67.6	94.7	104.2	102.8
June	97.3	99.5	91.0	88.1	97.8	78.3	90.4	92.8	67.6	94.7	104.1	102.8
July	97.8	100.3	90.8	88.0	97.6	78.4	90.4	92.8	67.5	94.8	105.0	102.2
August	98.1	101.1	90.8	88.2	97.7	78.6	90.4	92.8	67.5	94.8	105.0	101.9
September	98.6	102.8	90.8	88.4	97.8	78.9	90.5	92.9	67.5	94.8	104.7	101.4
October	99.7	105.4	90.8	88.5	97.9	79.0	90.5	92.9	67.5	94.8	105.4	100.3
November	100.3	106.5	90.8	88.6	98.1	79.0	90.5	92.9	67.5	94.8	106.2	99.7
December	101.0	108.3	90.8	88.6	98.1	79.0	90.6	93.0	67.5	94.8	106.4	99.0
1943 January	101.4	109.1	90.8	88.6	98.1	79.0	91.7	94.7	67.5	94.8	106.6	98.6
February	101.8	110.2	90.8	88.6	98.1	79.0	92.2	95.4	67.5	94.8	106.7	98.2

*r*Revised

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING JANUARY AND FEBRUARY, 1943

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1943	Jan. 1943	Feb. 1942	Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
Akron					
Food	150.1	147.7	132.4	+1.6	+13.4
Housing	113.7	113.7	121.1	0	−6.1
Clothing	121.3	121.3	117.4	0	+3.3
Fuel and light	111.9	110.5	111.0	+1.3	+0.8
Housefurnishings	118.4	118.4	115.5	0	+2.5
Sundries	112.2	112.0	107.8	+0.2	+4.1
Weighted Total	124.8	124.0	118.8	+0.6	+5.1
Atlanta					
Food	140.2	140.1*r*	124.0*r*	+0.1	+13.1
Housing	99.2	99.2	99.2	0	0
Clothing	123.7	123.7	119.1	0	+3.9
Fuel and light	109.4	109.4*r*	107.6*r*	0	+1.7
Housefurnishings	117.1	117.1	115.2	0	+1.6
Sundries	112.4	112.3*r*	107.2*r*	+0.1	+4.8
Weighted Total	119.7	119.6*r*	112.5*r*	+0.1	+6.4
Baltimore					
Food	146.8	147.0	124.8	−0.1	+17.6
Housing	103.2	103.2	111.9	0	−7.8
Clothing	120.5	120.5	112.9	0	+6.7
Fuel and light	105.0	105.0	102.5	0	+2.4
Housefurnishings	130.6	130.6	127.0	0	+2.8
Sundries	112.4	112.3	109.0	+0.1	+3.1
Weighted Total	123.8	123.9	115.8	−0.1	+6.9
Birmingham					
Food	143.9	144.0*r*	129.4*r*	−0.1	+11.2
Housing	105.7	105.7*r*	116.3*r*	0	−9.1
Clothing	124.7	124.7	118.7	0	+5.1
Fuel and light	99.0	99.0*r*	98.5*r*	0	+0.5
Housefurnishings	117.8	117.8	115.9	0	+1.6
Sundries	112.4	112.3*r*	107.0*r*	+0.1	+5.0
Weighted Total	121.4	121.3*r*	116.3*r*	+0.1	+4.4
Boston					
Food	135.3	133.5	119.9	+1.3	+12.8
Housing	103.6	103.6	103.5	0	+0.1
Clothing	125.1	125.1	118.8	0	+5.3
Fuel and light	120.9	120.9	111.4	0	+8.5
Housefurnishings	122.5	122.5	120.6	0	+1.6
Sundries	111.5	111.3	108.1	+0.2	+3.1
Weighted Total	121.0	120.3	113.1	+0.6	+7.0
Bridgeport					
Food	139.8	138.6*r*	124.4*r*	+0.9	+12.4
Housing	106.6	106.9	110.1	−0.3	−3.2
Clothing	124.9	124.9	116.6	0	+7.1
Fuel and light	115.9	114.3*r*	105.3*r*	+1.4	+10.1
Housefurnishings	126.4	126.4	123.0	0	+2.8
Sundries	116.7	116.6*r*	111.9*r*	+0.1	+4.3
Weighted Total	123.3	122.9*r*	115.8*r*	+0.3	+6.5
Buffalo					
Food	141.3	141.1	123.0	+0.1	+14.9
Housing	114.7	114.7	111.7	0	+2.7
Clothing	118.0	118.0	111.6	0	+5.7
Fuel and light	106.2	106.1	103.1	+0.1	+3.0
Housefurnishings	126.1	126.1	122.0	0	+3.4
Sundries	109.3	109.1	103.3	+0.2	+5.8
Weighted Total	121.8	121.7	112.8	+0.1	+8.0

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1943	Jan. 1943	Feb. 1942	Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
Chattanooga					
Food	154.2	155.2	131.3	−0.6	+17.4
Housing	103.7	103.7	103.4	0	+0.3
Clothing	118.4	118.4	113.9	0	+4.0
Fuel and light	108.5	106.8	104.7	+1.6	+3.6
Housefurnishings	121.5	121.5	118.8	0	+2.3
Sundries	103.0	102.9	100.3	+0.1	+2.7
Weighted Total	120.9	121.0	112.6	−0.1	+7.4
Chicago					
Food	136.5	136.6	119.5	−0.1	+14.2
Housing	105.5	105.5	102.9	0	+2.5
Clothing	122.5	122.5	117.6	0	+4.2
Fuel and light	101.1	100.6	100.2	+0.5	+0.9
Housefurnishings	124.7	124.7	120.4	0	+3.6
Sundries	104.6	104.6	101.5	0	+3.1
Weighted Total	117.4	117.3	109.7	+0.1	+7.0
Cincinnati					
Food	139.1	138.1*r*	124.6*r*	+0.7	+11.6
Housing	100.9	100.9	101.2	0	−0.3
Clothing	128.6	128.6	115.8	0	+11.1
Fuel and light	102.9	102.4*r*	103.7*r*	+0.5	−0.8
Housefurnishings	124.1	124.1	119.5	0	+3.8
Sundries	109.9	109.7*r*	106.4*r*	+0.2	+3.3
Weighted Total	120.5	120.0*r*	113.1*r*	+0.4	+6.5
Cleveland					
Food	136.0	136.1*r*	120.6*r*	−0.1	+12.8
Housing	109.7	109.7	111.1	0	−1.3
Clothing	126.9	126.9	119.8	0	+5.9
Fuel and light	102.4	101.7*r*	102.0*r*	+0.7	+0.4
Housefurnishings	118.2	118.2	117.1	0	+0.9
Sundries	112.7	112.5*r*	107.1*r*	+0.2	+5.2
Weighted Total	120.3	120.2*r*	113.4*r*	+0.1	+6.1
Dallas					
Food	141.9	141.0	123.3	+0.6	+15.1
Housing	105.6	105.6	101.6	0	+3.9
Clothing	122.8	122.8	116.8	0	+5.1
Fuel and light	93.3	93.3	100.0	0	−6.7
Housefurnishings	127.9	127.9	123.0	0	+4.0
Sundries	112.3	112.1	108.1	+0.2	+3.9
Weighted Total	120.1	119.8	112.4	+0.3	+6.9
Dayton					
Food	140.5	138.9*r*	123.3*r*	+1.2	+13.9
Housing	105.1	105.1	111.6	0	−5.8
Clothing	121.5	121.5	116.3	0	+4.5
Fuel and light	103.8	105.0*r*	102.1*r*	−1.1	+1.7
Housefurnishings	127.5	127.5	125.6	0	+1.5
Sundries	109.4	109.2*r*	105.9*r*	+0.2	+3.3
Weighted Total	120.2	119.7*r*	114.3*r*	+0.4	+5.2
Denver					
Food	141.3	140.0*r*	124.3*r*	+0.9	+13.7
Housing	105.6	105.6	104.0	0	+1.5
Clothing	121.6	121.6	115.6	0	+5.2
Fuel and light	97.4	97.4*r*	96.4*r*	0	+1.0
Housefurnishings	122.4	122.4	117.0	0	+4.6
Sundries	111.6	111.5*r*	107.8*r*	+0.1	+3.5
Weighted Total	120.3	119.8*r*	112.7*r*	+0.4	+6.7

Footnotes given on page 121

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING JANUARY AND FEBRUARY, 1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1943	Jan. 1943	Feb. 1942	Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
Des Moines					
Food	143.6	144.5*r*	127.3*r*	−0.6	+12.8
Housing	105.3	105.3	103.5	0	+1.7
Clothing	126.9	126.9*r*	120.1	0	+5.7
Fuel and light	108.7	108.7*r*	110.7*r*	0	−1.8
Housefurnishings	123.8	123.8	116.7	0	+6.1
Sundries	112.8	112.6*r*	108.4*r*	+0.2	+4.1
Weighted Total	121.6	121.7*r*	114.4*r*	−0.1	+6.3
Detroit					
Food	142.8	138.4	119.1	+3.2	+19.9
Housing	107.0	107.0	107.2	0	−0.2
Clothing	117.9	117.9	113.9	0	+3.5
Fuel and light	112.6	110.9	109.6	+1.5	+2.7
Housefurnishings	133.1	133.1	128.3	0	+3.7
Sundries	103.1	102.9	100.7	+0.2	+2.4
Weighted Total	119.5	118.0	110.8	+1.3	+7.9
Duluth					
Food	141.7	139.7	124.3	+1.4	+14.0
Housing	100.1	100.1	100.1	0	0
Clothing	124.6	124.6	116.7	0	+6.8
Fuel and light	100.9	100.9	100.7	0	+0.2
Housefurnishings	129.7	129.7	124.4	0	+4.3
Sundries	105.1	104.9	102.6	+0.2	+2.4
Weighted Total	118.2	117.6	111.2	+0.5	+6.3
Erie, Pa.					
Food	143.4	144.3	121.5	−0.6	+18.0
Housing	109.9	109.9	106.7	0	+3.0
Clothing	133.7	133.7	123.1	0	+8.6
Fuel and light	109.5	109.5	108.4	0	+1.0
Housefurnishings	129.8	129.8	128.0	0	+1.4
Sundries	111.0	110.8	106.6	+0.2	+4.1
Weighted Total	126.2	126.5	115.1	−0.2	+9.6
Fall River					
Food	143.9	144.0	130.1	−0.1	+10.6
Housing	104.3	104.3	101.9	0	+2.4
Clothing	118.8	118.8	114.2	0	+4.0
Fuel and light	105.4	105.4	102.6	0	+2.7
Housefurnishings	114.3	114.3	112.9	0	+1.2
Sundries	107.2	107.0	104.9	+0.2	+2.2
Weighted Total	121.0	120.9	114.3	+0.1	+5.9
Front Royal, Va.					
Food	158.2	156.2	136.8	+1.3	+15.6
Housing	92.0	92.0	93.7	0	−1.8
Clothing	127.9	127.9	122.3	0	+4.6
Fuel and light	103.9	103.9	103.5	0	+0.4
Housefurnishings	127.1	127.1	124.9	0	+1.8
Sundries	106.9	106.8	102.7	+0.1	+4.1
Weighted Total	119.8	119.2	112.5	+0.5	+6.5
Grand Rapids					
Food	145.0	143.3*r*	130.6*r*	+1.2	+11.0
Housing	106.6	106.6	106.6	0	0
Clothing	121.9	121.9	113.3	0	+7.6
Fuel and light	108.5	108.5*r*	106.6*r*	0	+1.8
Housefurnishings	132.7	132.7	127.9	0	+3.8
Sundries	118.6	118.4*r*	113.0*r*	+0.2	+5.0
Weighted Total	124.5	123.9*r*	117.3*r*	+0.5	+6.1
Houston					
Food	138.0	135.3*r*	125.0*r*	+2.0	+10.4
Housing	105.7	105.7	105.6	0	+0.1
Clothing	124.2	124.2	117.9	0	+5.3
Fuel and light	90.2	90.2*r*	90.2*r*	0	0
Housefurnishings	114.7	114.7	113.8	0	+0.8
Sundries	112.0	111.8*r*	107.7*r*	+0.2	+4.0
Weighted Total	118.4	117.6*r*	112.7*r*	+0.7	+5.1
Huntington, W. Va.					
Food	141.2	141.0	*n.a.*	+0.1	*n.a.*
Housing	111.7	111.7	*n.a.*	0	*n.a.*
Clothing	118.3	118.3	*n.a.*	0	*n.a.*
Fuel and light	100.0	100.0	*n.a.*	0	*n.a.*
Housefurnishings	124.0	124.0	*n.a.*	0	*n.a.*
Sundries	112.8	112.7	*n.a.*	+0.1	*n.a.*
Weighted Total	122.1	122.0	*n.a.*	+0.1	*n.a.*
Indianapolis					
Food	140.3	139.1*r*	128.7*r*	+0.9	+9.0
Housing	107.9	107.9	108.3	0	−0.4
Clothing	119.9	119.9	114.8	0	+4.4
Fuel and light	105.0	103.5*r*	102.7*r*	+1.4	+2.2
Housefurnishings	124.7	124.7*r*	122.2*r*	0	+2.0
Sundries	114.9	114.7	110.3*r*	+0.2	+4.2
Weighted Total	121.5	121.0*r*	116.0*r*	+0.4	+4.7
Kansas City, Mo.					
Food	133.6	131.5	120.1	+1.6	+11.2
Housing	105.2	105.2	102.4	0	+2.7
Clothing	121.7	121.7	115.6	0	+5.3
Fuel and light	107.9	108.1	106.4	−0.2	+1.4
Housefurnishings	120.9	120.9	118.9	0	+1.7
Sundries	114.6	114.4	106.2	+0.2	+7.9
Weighted Total	119.1	118.5	111.2	+0.5	+7.1
Lansing					
Food	159.1	156.9	137.5	+1.4	+15.7
Housing	98.0	98.0	98.0	0	0
Clothing	124.1	124.0	117.6	+0.1	+5.5
Fuel and light	104.5	104.5	101.6	0	+2.9
Housefurnishings	129.5	129.5	128.7	0	+0.6
Sundries	106.3	106.2	103.8	+0.1	+2.4
Weighted Total	122.5	121.8	114.8	+0.6	+6.7
Los Angeles					
Food	147.3	148.0	125.5	−0.5	+17.4
Housing	104.6	104.6	105.2	0	−0.6
Clothing	119.0	119.0	111.3	0	+6.9
Fuel and light	96.2	96.2	96.2	0	0
Housefurnishings	123.8	123.8	122.7	0	+0.9
Sundries	107.1	106.9	103.6	+0.2	+3.4
Weighted Total	120.2	120.4	111.8	−0.2	+7.5
Louisville					
Food	139.5	138.1*r*	126.8*r*	+1.0	+10.0
Housing	104.5	104.5	104.9	0	−0.4
Clothing	120.1	120.1	117.6	0	+2.1
Fuel and light	109.8	108.0*r*	107.9*r*	+1.7	+1.8
Housefurnishings	127.7	127.7	124.3	0	+2.7
Sundries	109.2	109.0*r*	106.5*r*	+0.2	+2.5
Weighted Total	120.8	120.2*r*	115.4*r*	+0.5	+4.7

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COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING JANUARY AND FEBRUARY, 1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Indef Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1943	Jan. 1943	Feb. 1942	Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
Lynn					
Food	137.2	134.8*r*	120.8*r*	+1.8	+13.6
Housing	104.5	104.5	103.0	0	+1.5
Clothing	123.9	123.9	118.1	0	+4.9
Fuel and light	116.0	115.6*r*	110.9*r*	+0.3	+4.6
Housefurnishings	125.6	125.6	122.4	0	+2.6
Sundries	111.9	111.7*r*	107.3*r*	+0.2	+4.3
Weighted Total	121.6	120.7*r*	113.2*r*	+0.7	+7.4
Macon					
Food	149.2	145.7	131.2	+2.4	+13.7
Housing	115.9	115.9	121.7	0	–4.8
Clothing	116.8	116.8	113.8	0	+2.6
Fuel and light	106.4	106.4	107.8	0	–1.3
Housefurnishings	129.3	129.3	127.2	0	+1.7
Sundries	108.4	108.2	101.1	+0.2	+7.2
Weighted Total	123.6	122.6	116.2	+0.8	+6.4
Manchester, N. H.					
Food	140.7	139.1	125.0	+1.2	+12.6
Housing	102.9	102.9	103.0	0	–0.1
Clothing	119.3	119.3	114.3	0	+4.4
Fuel and light	109.7	108.4	105.5	+1.2	+4.0
Housefurnishings	123.8	123.8	120.5	0	+2.7
Sundries	105.9	105.6	103.4	+0.3	+2.4
Weighted Total	120.9	120.1	113.5	+0.7	+6.5
Meadville, Pa.					
Food	145.1	143.7	126.2	+1.0	+15.0
Housing	110.8	110.8	104.6	0	+5.9
Clothing	117.1	117.1	116.0	0	+0.9
Fuel and light	106.7	106.7	105.4	0	+1.2
Housefurnishings	128.7	128.7	121.8	0	+5.7
Sundries	108.6	108.5	102.6	+0.1	+5.8
Weighted Total	121.6	121.1	112.5	+0.4	+8.1
Memphis					
Food	148.1	145.7	127.2	+1.6	+16.4
Housing	109.4	109.4	108.0	0	+1.3
Clothing	121.0	121.0	115.8	0	+4.5
Fuel and light	102.8	102.8	103.1	0	–0.3
Housefurnishings	127.5	127.5	127.2	0	+0.2
Sundries	107.6	107.4	103.1	+0.2	+4.4
Weighted Total	121.7	121.0	113.7	+0.6	+7.0
Milwaukee					
Food	138.6	134.4	122.0	+3.1	+13.6
Housing	103.3	103.3	102.4	0	+0.9
Clothing	128.0	128.0	115.4	0	+10.9
Fuel and light	104.2	104.0	103.9	+0.2	+0.3
Housefurnishings	125.3	125.1	122.3	+0.2	+2.5
Sundries	114.6	114.4	109.3	+0.2	+4.8
Weighted Total	120.6	119.3	112.6	+1.1	+7.1
Minneapolis					
Food	140.8	140.2	124.9	+0.4	+12.7
Housing	103.7	103.7	103.2	0	+0.5
Clothing	124.9	124.9	118.2	0	+5.7
Fuel and light	100.1	100.0	99.9	+0.1	+0.2
Housefurnishings	122.2	122.2	119.2	0	+2.5
Sundries	115.0	114.8	110.4	+0.2	+4.2
Weighted Total	120.8	120.5	113.8	+0.2	+6.2

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1943	Jan. 1943	Feb. 1942	Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
Muskegon					
Food	151.5	148.9	129.9	+1.7	+16.6
Housing	115.2	115.2	115.4	0	–0.2
Clothing	122.7	122.7	113.3	0	+8.3
Fuel and light	106.2	106.2	106.2	0	0
Housefurnishings	118.8	118.8	115.2	0	+3.1
Sundries	107.8	107.6	105.2	+0.2	+2.5
Weighted Total	124.0	123.2	115.6	+0.6	+7.3
Newark					
Food	131.9	131.8	115.4	+0.1	+14.3
Housing	101.4	101.4	101.4	0	0
Clothing	120.3	120.3	116.5	0	+3.3
Fuel and light	104.7	103.6	102.2	+1.1	+2.4
Housefurnishings	129.3	129.3	125.5	0	+3.0
Sundries	104.9	104.8	102.7	+0.1	+2.1
Weighted Total	115.9	115.8	108.9	+0.1	+6.4
New Haven					
Food	135.7	135.4*r*	121.3*r*	+0.2	+11.9
Housing	105.3	105.3	105.6	0	–0.3
Clothing	120.1	120.1	116.4	0	+3.2
Fuel and light	110.0	110.0*r*	102.0*r*	0	+7.8
Housefurnishings	124.4	124.4	121.7	0	+2.2
Sundries	108.0	107.9*r*	105.3*r*	+0.1	+2.6
Weighted Total	118.3	118.1*r*	111.7*r*	+0.2	+5.9
New Orleans					
Food	142.1	141.4	132.9	+0.5	+6.9
Housing	110.6	110.6	108.1	0	+2.3
Clothing	119.2	119.2	114.9	0	+3.7
Fuel and light	103.2	103.2	103.2	0	0
Housefurnishings	128.3	128.3	126.9	0	+1.1
Sundries	103.8	103.7	102.5	+0.1	+1.3
Weighted Total	121.9	121.6	117.1	+0.2	+4.1
New York					
Food	146.4	143.3	124.9	+2.2	+17.2
Housing	100.8	100.8	101.0	0	–0.2
Clothing	113.9	113.9	109.4	0	+4.1
Fuel and light	111.1	110.9	107.0	+0.2	+3.8
Housefurnishings	127.7	127.7	125.0	0	+2.2
Sundries	106.7	106.6	103.7	+0.1	+2.9
Weighted Total	121.3	120.2	112.1	+0.9	+8.2
Oakland					
Food	148.8	149.0	125.6	–0.1	+18.5
Housing	131.5	131.5	122.3	0	+7.5
Clothing	123.5	123.5	116.2	0	+6.3
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.3	119.3	114.8	0	+3.9
Sundries	103.8	103.7	100.0	+0.1	+3.8
Weighted Total	125.0	125.0	113.8	0	+9.8
Omaha					
Food	145.3	143.6*r*	127.6*r*	+1.2	+13.9
Housing	100.6	100.6	100.2	0	+0.4
Clothing	120.8	120.8	114.6	0	+5.4
Fuel and light	104.7	104.1*r*	102.6*r*	+0.6	+2.0
Housefurnishings	130.7	130.7	129.6	0	+0.8
Sundries	114.2	114.0*r*	110.1*r*	+0.2	+3.7
Weighted Total	121.4	120.8*r*	114.1*r*	+0.5	+6.4

Footnotes given on page 121

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING JANUARY AND FEBRUARY, 1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1943	Jan. 1943	Feb. 1942	Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
Parkersburg, W. Va.					
Food	142.5	142.2	129.8	+0.2	+9.8
Housing	104.2	104.2	103.5	0	+0.7
Clothing	123.9	123.9	119.5	0	+3.7
Fuel and light	94.6	94.6	94.6	0	0
Housefurnishings	124.6	124.6	123.5	0	+0.9
Sundries	111.2	111.0	107.8	+0.2	+3.2
Weighted Total	122.6	122.4	116.4	+0.2	+5.3
Philadelphia					
Food	143.6	142.0	127.9	+1.1	+12.3
Housing	102.9	102.9	102.5	0	+0.4
Clothing	122.4	122.4	119.3	0	+2.6
Fuel and light	107.0	106.8	103.0	+0.2	+3.9
Housefurnishings	121.0	121.0	116.8	0	+3.6
Sundries	112.0	111.9	108.0	+0.1	+3.7
Weighted Total	123.0	122.4	115.5	+0.5	+6.5
Pittsburgh					
Food	141.0	140.5	126.4	+0.4	+11.6
Housing	105.7	105.7	105.2	0	+0.5
Clothing	124.6	124.4	117.3	+0.2	+6.2
Fuel and light	110.0	109.8	108.8	+0.2	+1.1
Housefurnishings	117.2	117.2	114.8	0	+2.1
Sundries	112.9	112.7	109.0	+0.2	+3.6
Weighted Total	122.0	121.7	115.1	+0.2	+6.0
Portland, Ore.					
Food	147.5	147.1*r*	131.9*r*	+0.3	+11.8
Housing	110.0	110.0	108.8	0	+1.1
Clothing	127.4	127.4	121.3	0	+5.0
Fuel and light	124.3	124.3*r*	113.0*r*	0	+10.0
Housefurnishings	119.0	119.0	111.9	0	+6.3
Sundries	113.2	113.1*r*	105.4*r*	+0.1	+7.4
Weighted Total	125.5	125.3*r*	116.3*r*	+0.2	+7.9
Providence					
Food	137.3	136.5*r*	120.2	+0.6	+14.2
Housing	103.3	103.3	102.6	0	+0.7
Clothing	117.7	117.7	113.1	0	+4.1
Fuel and light	114.0	113.9*r*	105.3	+0.1	+8.3
Housefurnishings	125.3	125.3	123.2	0	+1.7
Sundries	113.1	113.0	107.9	+0.1	+4.8
Weighted Total	119.9	119.6*r*	111.6*r*	+0.3	+7.4
Richmond					
Food	143.7	142.7	127.4	+0.7	+12.8
Housing	102.7	102.7	102.2	0	+0.5
Clothing	118.6	118.6	115.7	0	+2.5
Fuel and light	103.9	103.9	103.9	0	0
Housefurnishings	120.5	120.5	118.5	0	+1.7
Sundries	104.2	104.1	102.3	+0.1	+1.9
Weighted Total	117.7	117.4	111.9	+0.3	+5.2
Roanoke, Va.					
Food	147.2	146.6	130.7	+0.4	+12.6
Housing	119.2	119.2	122.7	0	−2.9
Clothing	113.9	113.9	110.9	0	+2.7
Fuel and light	102.5	102.2	98.9	+0.3	+3.6
Housefurnishings	121.9	121.9	123.0	0	−0.9
Sundries	111.1	110.9	104.6	+0.2	+6.2
Weighted Total	123.3	123.1	116.5	+0.2	+5.8
Rochester					
Food	144.9	143.9	124.2	+0.7	+16.7
Housing	103.9	103.9	103.8	0	+0.1
Clothing	127.8	127.8	119.4	0	+7.0
Fuel and light	111.7	111.7	108.8	0	+2.7
Housefurnishings	136.1	136.1	131.8	0	+3.3
Sundries	115.5	115.4	107.4	+0.1	+7.5
Weighted Total	123.4	123.1	113.9	+0.2	+8.3
Rockford, Ill.					
Food	144.4	142.4	120.7	+1.4	+19.6
Housing	138.0	138.0	134.8	0	+2.4
Clothing	120.7	120.7	118.0	0	+2.3
Fuel and light	112.0	111.4	110.0	+0.5	+1.8
Housefurnishings	131.3	131.3	124.1	0	+5.8
Sundries	114.9	114.6	109.3	+0.3	+5.1
Weighted Total	129.3	128.6	119.2	+0.5	+8.5
Sacramento					
Food	144.9	147.9*r*	120.9*r*	−2.0	+19.9
Housing	104.1	104.1	106.2	0	−2.0
Clothing	122.4	122.4	117.2	0	+4.4
Fuel and light	84.7	84.7*r*	84.7*r*	0	0
Housefurnishings	131.9	131.9	124.2	0	+6.2
Sundries	111.7	111.6*r*	107.3*r*	+0.1	+4.1
Weighted Total	121.1	121.9*r*	111.9*r*	−0.7	+8.2
St. Louis					
Food	142.9	142.0	125.1	+0.6	+14.2
Housing	106.0	106.0	105.3	0	+0.7
Clothing	122.9	122.9	116.8	0	+5.2
Fuel and light	109.8	108.6	108.3	+1.1	+1.4
Housefurnishings	118.0	118.0	116.7	0	+1.1
Sundries	109.3	109.2	106.0	+0.1	+3.1
Weighted Total	121.6	121.2	113.9	+0.3	+6.8
St. Paul					
Food	139.2	137.9	121.8	+0.9	+14.3
Housing	100.9	100.9	100.7	0	+0.2
Clothing	120.0	120.0	115.2	0	+4.2
Fuel and light	101.3	101.2	100.5	+0.1	+0.8
Housefurnishings	125.6	125.6	120.9	0	+3.9
Sundries	114.4	114.2	109.7	+0.2	+4.3
Weighted Total	119.4	118.9	112.1	+0.4	+6.5
San Francisco					
Food	160.7	161.6	129.2	−0.6	+24.4
Housing	98.3	98.3	97.6	0	+0.7
Clothing	120.7	120.7	113.5	0	+6.3
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.4	119.4	116.9	0	+2.1
Sundries	104.7	104.6	100.7	+0.1	+4.0
Weighted Total	123.2	123.4	110.8	−0.2	+11.2
Seattle					
Food	152.0	151.5	132.4	+0.3	+14.8
Housing	114.3	114.3	113.5	0	+0.7
Clothing	118.7	118.7	112.6	0	+5.4
Fuel and light	110.1	110.1	109.2	0	+0.8
Housefurnishings	119.8	119.8	115.6	0	+3.6
Sundries	108.7	108.6	105.5	+0.1	+3.0
Weighted Total	124.9	124.7	116.6	+0.2	+7.1

Footnotes given on page 121

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING JANUARY AND FEBRUARY, 1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100 Feb. 1943	Jan. 1943	Feb. 1942	Percentage Changes Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
Spokane					
Food	136.5	136.8	117.7	-0.2	+16.0
Housing	102.0	102.0	100.3	0	+1.7
Clothing	121.6	121.6	114.3	0	+6.4
Fuel and light	100.7	100.5	98.9	+0.2	+1.8
Housefurnishings	132.3	132.3	126.2	0	+4.8
Sundries	109.7	109.6	106.3	+0.1	+3.2
Weighted Total	118.2	118.2	110.0	0	+7.5
Syracuse					
Food	153.7	151.9	136.5	+1.2	+12.6
Housing	116.2	116.2	109.1	0	+6.5
Clothing	126.3	126.3	119.3	0	+5.9
Fuel and light	111.5	111.4	103.7	+0.1	+7.5
Housefurnishings	146.6	146.6	140.7	0	+4.2
Sundries	112.2	112.1	106.0	+0.1	+5.8
Weighted Total	128.3	127.7	118.4	+0.5	+8.4
Toledo					
Food	140.7	138.7*r*	124.5*r*	+1.4	+11.3
Housing	109.1	109.1	103.9	0	+5.0
Clothing	122.8	122.8	118.6	0	+3.5
Fuel and light	106.1	105.4*r*	104.6*r*	+0.7	+1.4
Housefurnishings	121.9	121.9	117.3	0	+3.9
Sundries	113.0	112.8*r*	109.0*r*	+0.2	+3.7
Weighted Total	121.7	121.0*r*	113.9*r*	+0.6	+6.8
Wausau, Wis.					
Food	145.9	144.1	128.5	+1.2	+13.5
Housing	102.7	102.7	102.7	0	0
Clothing	125.0	125.0	115.8	0	+7.9
Fuel and light	101.4	101.4	102.1	0	-0.7
Housefurnishings	123.6	123.6	123.4	0	+0.2
Sundries	104.0	103.9	104.0	+0.1	0
Weighted Total	121.3	120.6	114.4	+0.6	+6.0
Wilmington, Del.					
Food	142.9	141.3*r*	126.1*r*	+1.1	+13.3
Housing	104.0	104.0	103.9	0	+0.1
Clothing	124.9	124.9	120.2	0	+3.9
Fuel and light	103.4	103.4*r*	99.6*r*	0	+3.8
Housefurnishings	115.4	115.4	114.0	0	+1.2
Sundries	110.8	110.7*r*	107.6*r*	+0.1	+3.0
Weighted Total	122.5	121.9*r*	114.9*r*	+0.5	+6.6
Youngstown					
Food	147.6	145.9	126.5	+1.2	+16.7
Housing	105.3	105.4	108.6	-0.1	-3.0
Clothing	125.6	125.6	120.1	0	+4.6
Fuel and light	111.7	111.0	109.5	+0.6	+2.0
Housefurnishings	131.8	131.8	122.1	0	+7.9
Sundries	107.4	107.3	105.6	+0.1	+1.7
Weighted Total	125.0	124.4	116.4	+0.5	+7.4

*r*Revised *n.a.*Not available *p*Preliminary

"Fuel and light" is based upon retail prices of 35 kilowatt hours of electricity, 1,000 cubic feet of natural gas or 2,000 cubic feet of manufactured gas, and coal or other fuel for heating.

COST OF LIVING IN 8 CITIES, JANUARY AND FEBRUARY, 1943

City	Jan. 1943 to Feb. 1943	Feb. 1942 to Feb. 1943
	Percentage Changes	
Anderson, Ind.		
Food	+0.4	+15.3
Housing	0	0
Clothing	0	+7.1
Fuel and light	+0.5	+1.5
Housefurnishings	0	+6.7
Sundries	+0.3	+2.8
Weighted Total	+0.2	+7.0
Evansville, Ind.		
Food	+0.1	+15.2
Housing	0	+0.7
Clothing	0	+5.1
Fuel and light	0	+3.0
Housefurnishings	0	+5.3
Sundries	+0.2	+3.6
Weighted Total	+0.1	+5.8
Flint, Mich.		
Food	+1.1	+18.2
Housing	0	+0.1
Clothing	0	+6.3
Fuel and light	+2.0	+5.0
Housefurnishings	0	+3.7
Sundries	+0.1	+3.7
Weighted Total	+0.5	+8.3
Green Bay, Wis.		
Food	+1.9	+10.1
Housing	0	-0.1
Clothing	0	+5.6
Fuel and light	0	+0.5
Housefurnishings	0	+1.5
Sundries	+0.2	+4.6
Weighted Total	+0.7	+5.3
Joliet, Ill.[1]		
Food	+1.6	+16.3
Housing	0	+0.4
Clothing	0	+3.6
Fuel and light	+0.1	+1.2
Housefurnishings	0	+4.1
Sundries	+0.2	+5.3
Weighted Total	+0.5	+7.6
Lewistown, Pa.		
Food	+0.7	+13.2
Housing	0	+3.7
Clothing	0	+4.7
Fuel and light	0	+3.2
Housefurnishings	0	+4.7
Sundries	+0.1	+5.0
Weighted Total	+0.3	+7.9
Saginaw, Mich.		
Food	+3.9	+16.8
Housing	0	-0.9
Clothing	0	+4.2
Fuel and light	0	+1.0
Housefurnishings	0	-0.1
Sundries	+0.2	+2.1
Weighted Total	+1.4	+6.3
Trenton, N. J.		
Food	+0.1	+12.2
Housing	0	+1.0
Clothing	0	+12.6
Fuel and light	+0.1	+3.8
Housefurnishings	0	+4.3
Sundries	+0.1	+3.6
Weighted Total	+0.1	+7.4

[1] Includes Lockport and Rockdale

Revised Indexes of the Cost of Living—Twenty Cities

THE THIRD SERIES of revised CONFERENCE BOARD indexes of living costs in 70 cities and in the United States appears in the following tables. The first series, appearing in the January issue of this publication, was accompanied by descriptive material outlining the principal purposes of the revision and the general composition of the indexes. The second series appeared in the February issue and was accompanied by material describing the composition of the new food indexes, changes in methods used, and items priced.

As stated previously, discussions accompanying these tables are limited to material generally applicable to all indexes. Specific details applicable to particular indexes, including the weighting methods used, will be made available after the completion of the revision.

FUEL AND LIGHT

The CONFERENCE BOARD has always obtained its information regarding changes in the cost of fuel in various cities directly from fuel dealers in the cities surveyed. Information relating to changes in the costs of gas and electricity has generally been obtained from the detailed reports by companies from the American Gas Association, the Edison Electric Institute, and the Federal Power Commission.

The BOARD's index of fuel and light for the United States is based not only upon changes in the cost of fuel and light in the seventy cities for which individual indexes are published, but also upon data applicable to many other cities. The index of the cost of coal covers information obtained from 112 cities; those of changes in the cost of gas and electricity cover data applicable to 182 cities.

Changes in Methods

The most important changes made in the course of the revision of the fuel and light indexes were those in the internal weights used in obtaining the individual indexes (*i. e.*, coal and other fuels, gas and electricity) and the external weights used in combining the fuel, gas and electricity indexes into a composite fuel and light index.

Fuel

In nearly all cities, the old fuel indexes were based upon changes for only one type of coal, either anthracite or bituminous, depending upon usage. No provision was made for changes in the cost of oil, coke, lignite, wood, or any other fuel. In its revision of the fuel and light index, THE CONFERENCE BOARD computed new internal weights for the fuel index, taking into consideration the importance of the various fuels in each city. Information required to do this was obtained from studies made of actual family consumption and from material obtained from the Housing Section of the Sixteenth Census of the United States.

In most cases, it was possible to obtain back data either from Conference Board files or from outside sources in order to compute indexes of the changes in cost of the fuels included in the over-all index for the first time. Where this procedure was impossible, movements in the cost of fuels for which data were available were accepted as being representative of the changes in the cost of fuel for which data were not obtainable, up to the point at which an index could be computed for that fuel.

Electricity

In the old indexes of fuel and light, changes in the cost of electricity were based upon the cost of a uniform 35 kilowatt-hours of electricity. In revising the indexes, it was recognized that this constant figure was no longer typical of consumption in many of the cities being studied by the BOARD. In some thirty cities, data were available showing the amount of electricity actually consumed by families of wage earners and lower-salaried clerical workers. For these cities, the actual consumption figures were adjusted to obtain typical consumption at the base period of THE CONFERENCE BOARD indexes, January, 1939, and were used as the basis for computing the new indexes of changes in the cost of electricity.

In the case of cities for which such data were not obtainable, estimates were made. An analysis of cost and consumption data for the thirty cities for which such data were available revealed that a definite relationship existed between these two factors. On the basis of these relationships, a chart was prepared which showed that consumption varied inversely with the cost of electricity. This relationship was sufficiently pronounced to permit the drawing of a curve which was in effect a demand curve. On the basis of this curve, and the knowledge of existing rates in all cities in January, 1939, it was possible to estimate "normal" consumption for a city at that time. These estimated consumption figures were used as a basis for computing the indexes of changes in the cost of electricity for the cities where absolute data were not obtainable.

Gas

The old indexes of gas were based upon the consumption of 1,000 cubic feet of natural gas in those cities served by natural gas, and of 2,000 feet of manufactured gas in those cities where such gas is provided. The procedure followed in the revision of the gas indexes was

(*Continued on page* 133)

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942

Source: The Conference Board

Index Numbers, January, 1939 = 100

	Atlanta, Ga.							Birmingham, Ala.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*29.0*	*15.4*	*10.7*	*6.1*	*4.9*	*33.9*	*100.0*	*29.1*	*16.7*	*11.4*	*5.9*	*5.0*	*31.9*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	98.8	98.3	98.7	100.0	100.0	100.0	98.3	99.5	99.0	100.0	100.0	100.0	100.0	99.3
March	99.2	99.2	98.7	100.0	100.0	100.0	99.0	99.4	98.7	100.0	100.0	100.0	100.0	99.4
April	98.6	97.6	98.7	100.0	100.0	100.0	98.6	98.9	98.4	100.0	100.0	92.2	100.0	99.6
May	98.2	96.0	98.7	100.0	93.3	100.0	100.0	99.0	98.2	100.0	100.0	91.1	100.0	100.2
June	98.6	97.3	98.7	100.0	93.3	100.0	100.0	98.7	97.1	100.0	100.0	91.9	98.5	100.3
July	99.0	98.0	98.7	100.0	94.2	100.0	100.5	99.1	97.9	100.0	100.0	92.1	98.5	100.8
August	98.7	97.1	98.7	100.0	95.7	100.0	100.2	98.9	97.9	98.6	100.0	92.1	98.5	100.8
September	100.3	103.1	98.7	100.0	97.1	100.0	99.4	100.3	103.6	98.6	100.0	92.1	98.5	100.3
October	100.5	101.9	98.7	100.0	100.0	100.0	100.4	100.8	104.1	98.6	100.0	93.3	98.5	100.9
November	100.4	101.2	99.6	100.7	100.0	100.0	100.2	100.3	101.8	98.6	101.3	94.1	99.1	100.8
December	99.5	98.2	99.6	99.8	100.0	100.0	100.2	99.5	101.0	98.6	99.8	88.8	99.1	100.6
Annual Average	*99.3*	*99.0*	*99.0*	*100.0*	*97.8*	*100.0*	*99.7*	*99.5*	*99.8*	*99.4*	*100.1*	*94.0*	*99.2*	*100.2*
1940 January	99.2	98.7	97.0	100.2	100.0	100.2	100.0	99.8	101.6	99.6	100.0	88.8	99.1	100.3
February	100.1	102.5	97.0	100.3	100.0	100.2	99.3	100.3	103.3	99.6	99.8	88.8	99.1	100.3
March	99.8	100.7	97.0	100.6	100.0	100.3	99.9	99.4	100.4	99.6	99.7	88.8	99.3	100.3
April	98.8	97.3	97.0	100.4	100.0	100.3	100.0	99.0	99.2	99.6	99.4	87.3	99.4	100.3
May	98.3	97.7	97.0	100.5	91.8	100.2	99.6	99.2	100.7	100.3	99.2	86.6	99.2	99.7
June	98.0	97.8	97.0	100.6	91.8	100.1	98.6	99.2	100.4	100.3	99.1	87.3	99.2	99.7
July	98.3	97.7	97.0	100.8	92.8	100.1	99.4	99.7	101.1	100.3	98.9	87.3	99.2	100.8
August	98.0	96.7	97.0	101.0	93.7	99.9	99.1	100.1	101.7	102.2	98.9	87.3	99.0	100.5
September	98.7	99.4	97.0	101.2	95.7	99.9	98.5	100.5	102.7	102.2	99.2	88.4	99.0	100.6
October	99.1	99.6	97.0	101.3	98.6	99.8	99.0	100.9	102.7	103.5	99.2	91.2	99.0	100.6
November	98.7	98.1	97.0	101.6	98.6	99.9	99.0	100.7	102.4	103.7	99.2	91.2	99.5	100.0
December	99.3	99.9	97.0	101.8	98.6	99.9	99.0	101.5	105.1	103.7	99.4	91.2	100.0	100.0
Annual Average	*98.9*	*98.8*	*97.0*	*100.9*	*96.8*	*100.1*	*99.3*	*100.0*	*101.8*	*101.2*	*99.3*	*88.7*	*99.2*	*100.3*
1941 January	99.0	98.7	97.0	102.1	98.6	100.3	99.1	101.3	104.2	103.7	100.1	91.2	99.9	100.0
February	99.3	99.8	97.0	102.4	98.6	100.0	99.1	101.4	104.1	103.7	100.2	91.2	100.4	100.3
March	100.1	102.4	97.0	102.7	98.6	100.0	99.1	101.8	105.1	103.7	100.5	91.2	101.5	100.3
April	101.1	104.4	97.0	103.2	98.6	100.0	100.1	102.6	106.6	105.7	101.0	91.2	101.5	100.3
May	101.4	105.5	97.0	103.7	97.2	100.8	100.1	103.4	108.4	105.7	101.8	91.2	102.6	100.6
June	103.0	109.2	97.0	104.0	97.9	102.6	101.0	105.0	111.8	106.1	102.0	93.3	105.7	101.5
July	103.9	110.8	97.9	104.1	100.4	104.0	101.3	106.4	116.0	106.1	102.4	94.6	105.7	101.5
August	105.0	112.7	98.8	106.0	101.8	104.4	101.4	107.4	117.9	106.1	104.1	95.6	105.7	102.0
September	106.5	116.0	98.8	108.4	104.0	106.1	101.8	109.7	120.9	109.0	108.6	96.3	110.8	102.4
October	108.9	118.7	98.8	110.9	106.2	108.6	105.1	112.3	122.7	114.0	110.0	97.2	112.4	105.4
November	109.8	119.3	99.1	113.9	107.6	112.2	105.3	112.9	124.3	114.2	110.0	98.5	113.8	104.9
December	109.9	118.6	99.2	114.5	107.6	113.6	105.7	114.0	126.1	116.1	111.8	98.5	114.6	105.4
Annual Average	*104.0*	*109.7*	*97.9*	*106.3*	*101.4*	*104.4*	*101.6*	*106.5*	*114.0*	*107.8*	*104.4*	*94.2*	*106.2*	*102.0*
1942 January	111.5	122.7	99.2	117.2	107.6	114.8	105.9	115.2	127.8	116.3	116.5	98.5	115.3	105.6
February	112.5	124.0	99.2	119.1	107.6	115.2	107.2	116.3	129.4	116.3	118.7	98.5	115.9	107.0
March	113.7	125.9	99.2	120.5	107.6	116.6	108.2	116.9	130.0	116.3	121.3	98.5	117.6	107.1
April	114.5	127.3	99.2	123.8	105.4	117.3	108.6	118.3	133.5	116.3	125.6	96.8	118.4	107.0
May	114.4	127.0	99.2	123.4	105.4	117.7	108.9	119.8	135.4	116.3	125.6	97.2	118.2	109.6
June	114.4	126.5	99.2	123.2	106.9	117.7	109.1	118.0	135.5	105.7	124.4	97.9	117.8	109.8
July	115.8	128.5	99.2	123.4	106.9	117.9	111.4	118.0	135.5	105.7	124.7	97.9	117.8	109.9
August	116.2	130.0	99.2	123.4	106.9	117.1	111.5	119.1	139.1	105.7	124.6	97.9	117.8	110.0
September	116.0	130.7	99.2	123.4	107.4	117.1	110.0	119.2	138.5	105.7	124.6	97.9	117.8	110.8
October	117.5	134.9	99.2	123.4	107.9	117.1	110.8	119.7	139.7	105.7	124.6	98.8	117.8	111.3
November	117.8	134.7	99.2	123.5	108.4	117.1	111.9	119.9	139.3	105.7	124.7	98.8	117.8	112.0
December	118.5	136.9	99.2	123.7	108.4	117.1	112.0	120.5	141.5	105.7	124.7	98.8	117.8	112.1
Annual Average	*115.2*	*129.1*	*99.2*	*122.3*	*107.2*	*116.9*	*109.6*	*118.4*	*135.4*	*110.1*	*123.3*	*98.1*	*117.5*	*109.4*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

	Bridgeport, Conn.							Cincinnati, Ohio						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*32.7*	*19.2*	*10.1*	*8.9*	*2.7*	*26.4*	*100.0*	*32.5*	*16.8*	*11.3*	*5.9*	*6.1*	*27.4*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.8	99.2	100.0	99.6	100.0	99.7	100.5	98.8	97.4	99.7	100.0	100.0	101.6	98.6
March	99.8	99.2	100.0	99.6	100.0	99.8	100.5	99.2	98.5	99.4	100.0	100.0	101.8	98.6
April	99.8	99.2	100.0	99.6	100.0	99.8	100.4	98.7	98.3	99.4	100.0	94.6	100.6	98.6
May	99.5	99.1	100.0	99.6	97.2	99.6	100.4	98.5	97.5	99.4	100.0	95.0	100.8	98.6
June	99.7	99.7	100.0	99.6	97.2	99.6	100.4	98.4	96.7	99.4	100.1	96.4	100.7	98.9
July	99.6	99.6	100.0	99.6	97.2	99.6	100.3	98.8	98.2	99.4	99.9	96.4	100.5	98.9
August	99.1	97.9	100.0	99.6	97.2	99.6	100.3	98.5	96.8	99.4	99.9	97.7	100.6	99.0
September	100.9	102.7	100.0	100.3	97.2	99.7	100.7	100.2	102.1	99.4	99.8	97.8	100.8	99.1
October	100.7	100.7	101.4	101.1	97.5	100.3	101.0	100.3	101.6	99.4	99.9	100.0	101.4	99.4
November	100.7	100.6	102.3	101.1	97.5	100.7	100.7	100.5	100.7	99.3	101.5	100.3	102.0	100.1
December	100.0	97.7	102.9	101.7	97.5	100.7	100.7	99.6	98.2	99.3	100.6	100.5	102.0	100.5
Annual Average	*100.0*	*99.6*	*100.6*	*100.1*	*98.2*	*99.9*	*100.5*	*99.3*	*98.8*	*99.5*	*100.1*	*98.2*	*101.1*	*99.2*
1940 January	100.5	99.4	102.9	101.4	98.1	100.9	100.6	99.8	99.4	99.3	100.0	100.5	102.4	100.0
February	101.2	101.6	102.9	101.4	98.1	100.8	100.6	100.1	100.6	99.3	99.9	100.5	102.4	99.6
March	101.1	101.1	102.9	101.4	98.1	100.9	100.6	99.7	99.1	99.3	99.9	100.5	102.8	99.6
April	101.3	101.8	102.9	101.3	98.1	100.9	100.6	99.3	99.3	99.2	99.2	95.5	103.1	99.6
May	101.2	102.4	102.9	101.3	97.5	101.3	99.8	100.0	101.1	99.2	99.4	95.5	103.0	99.6
June	101.3	103.5	103.3	101.4	97.5	101.4	98.2	100.0	101.1	99.2	99.2	96.5	103.0	99.6
July	101.8	103.0	103.3	101.4	100.0	101.4	100.0	100.4	101.7	99.2	99.2	96.2	102.5	100.6
August	101.1	101.6	103.3	101.3	100.0	101.2	99.0	100.3	100.7	99.8	99.4	97.7	102.0	100.6
September	101.7	102.6	104.5	101.3	100.0	102.1	99.1	101.2	103.4	99.8	99.4	97.9	101.7	100.7
October	101.1	100.2	104.5	101.1	101.1	102.0	99.5	100.7	101.2	99.8	99.3	100.5	101.7	101.3
November	101.0	100.1	104.5	101.1	100.9	102.1	99.5	100.8	101.2	99.8	99.8	100.2	101.7	101.3
December	101.4	101.2	104.5	101.1	100.9	102.2	99.5	101.2	102.6	99.8	99.5	100.6	101.7	101.2
Annual Average	*101.2*	*101.5*	*103.5*	*101.3*	*99.2*	*101.4*	*99.8*	*100.3*	*101.0*	*99.5*	*99.5*	*98.5*	*102.3*	*100.3*
1941 January	101.7	101.4	104.5	101.1	100.9	102.2	100.5	101.5	103.4	99.8	99.5	100.8	101.7	101.2
February	102.2	102.7	104.5	101.4	100.9	102.1	100.6	101.3	103.3	99.8	99.5	100.8	101.6	100.7
March	102.1	102.7	104.5	101.8	98.7	103.4	100.6	101.8	104.5	99.8	99.6	100.8	102.8	100.7
April	104.0	106.8	104.5	102.0	98.7	103.6	102.6	102.5	106.7	99.8	99.7	100.8	103.0	100.7
May	104.3	106.8	104.5	102.1	100.2	104.2	103.2	103.6	109.8	99.8	99.8	99.6	103.1	101.1
June	106.4	111.5	104.5	102.1	101.3	105.6	104.8	104.9	112.8	99.8	99.9	99.6	103.8	102.0
July	106.9	111.9	105.7	102.2	102.2	107.6	104.8	105.0	112.3	100.0	100.1	102.5	104.0	102.0
August	108.1	114.4	106.6	103.2	103.3	107.9	104.9	105.7	114.0	100.0	100.9	103.5	104.0	102.1
September	109.6	117.0	107.1	105.0	104.6	113.0	105.2	107.6	116.7	100.0	104.8	103.7	112.1	102.5
October	111.2	118.5	107.1	106.0	105.0	116.4	108.6	109.2	118.9	100.5	105.9	103.7	113.6	104.7
November	111.8	118.7	107.6	107.4	105.0	117.1	109.9	109.9	120.2	100.5	107.5	103.7	114.1	104.8
December	112.5	119.1	110.1	107.6	105.3	118.7	109.9	109.9	119.5	100.8	107.4	103.7	115.6	105.3
Annual Average	*106.7*	*111.0*	*105.9*	*103.5*	*102.2*	*108.5*	*104.6*	*105.2*	*111.8*	*100.1*	*102.1*	*101.9*	*106.6*	*102.3*
1942 January	114.9	123.3	110.1	114.7	105.3	119.9	110.8	111.9	122.9	100.8	113.1	103.7	116.5	106.0
February	115.8	124.4	110.1	116.6	105.3	123.0	111.9	113.1	124.6	101.2	115.8	103.7	119.5	106.4
March	116.6	126.0	110.1	117.9	105.8	124.7	112.1	114.7	127.0	100.7	122.2	103.7	120.8	106.6
April	117.5	125.8	110.1	121.0	107.5	126.5	113.6	115.9	129.1	101.5	125.2	102.3	122.7	106.8
May	117.8	126.5	110.1	121.1	107.9	126.3	113.9	117.0	131.9	101.5	124.6	102.7	124.4	107.1
June	118.9	130.2	108.3	120.7	108.1	126.2	114.7	116.3	130.0	101.5	123.8	103.5	123.9	107.3
July	120.4	131.1	106.9	120.4	116.9	126.4	117.6	116.8	130.9	101.5	124.0	103.5	124.1	107.6
August	120.8	132.4	106.9	123.7	112.1	126.4	117.7	118.3	134.1	101.5	128.5	102.3	124.1	107.8
September	120.7	134.1	106.9	124.3	112.1	126.4	115.2	118.3	134.1	101.5	128.6	102.3	124.1	108.0
October	121.1	134.9	106.9	124.5	112.4	126.4	115.3	119.2	136.6	101.5	128.6	102.3	124.1	108.1
November	121.3	134.7	106.9	124.9	112.4	126.4	116.4	119.1	135.3	100.9	128.6	102.3	124.1	109.4
December	122.4	137.8	106.9	125.0	112.4	126.4	116.5	119.3	135.9	100.9	128.6	102.3	124.1	109.6
Annual Average	*119.0*	*130.1*	*108.4*	*121.2*	*109.9*	*125.4*	*114.6*	*116.7*	*131.0*	*101.3*	*124.3*	*102.9*	*122.7*	*107.6*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

Date	Cleveland, O.							Dayton, O.						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries
Budgetary Weights	*100.0*	*30.1*	*17.6*	*11.0*	*7.4*	*5.3*	*28.6*	*100.0*	*30.3*	*17.7*	*11.1*	*7.2*	*6.4*	*27.3*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.4	99.4	100.6	99.8	100.0	100.2	98.1	99.0	98.5	99.6	99.1	100.0	99.9	98.6
March	99.4	99.5	100.6	99.8	100.0	100.4	98.1	98.9	99.6	99.5	95.8	100.0	99.4	98.6
April	99.2	98.7	100.7	99.7	100.0	100.5	98.1	98.1	97.9	99.4	94.7	97.2	99.8	98.6
May	99.0	98.5	101.0	99.5	98.8	100.5	98.1	97.6	96.4	99.3	94.7	97.2	100.5	98.6
June	99.2	99.1	101.0	99.1	98.1	99.9	98.6	97.5	94.8	99.3	96.5	97.1	101.2	98.9
July	99.2	99.0	101.0	98.9	99.0	99.5	98.5	97.8	95.2	99.3	98.0	97.4	101.1	98.8
August	98.5	96.5	101.0	98.9	99.1	99.4	98.5	97.4	93.7	99.3	98.1	98.1	101.5	98.7
September	100.3	102.0	101.1	99.8	99.6	100.3	98.5	99.3	99.5	99.8	98.8	98.2	101.9	98.7
October	100.3	101.0	101.1	100.4	100.5	100.5	99.0	99.4	99.0	99.9	98.8	99.9	102.2	99.1
November	99.9	99.7	100.6	100.6	100.5	100.3	99.3	99.5	98.4	100.2	99.3	99.9	103.8	99.3
December	99.8	98.7	100.6	101.3	100.6	100.3	99.7	98.7	95.4	100.3	98.7	99.9	104.7	99.6
Annual Average	*99.5*	*99.3*	*100.8*	*99.8*	*99.7*	*100.2*	*98.7*	*98.6*	*97.4*	*99.7*	*97.7*	*98.7*	*101.3*	*99.0*
1940 January	99.8	98.8	100.6	101.9	100.6	100.3	99.2	98.8	95.9	100.3	98.6	99.9	105.0	99.3
February	100.0	100.1	100.2	101.7	100.6	101.2	98.7	99.1	97.2	100.3	99.2	99.9	105.4	98.9
March	99.7	98.9	100.2	101.9	100.6	101.2	98.8	98.3	94.5	100.4	98.8	97.9	105.7	99.1
April	99.7	99.2	100.2	101.7	100.6	101.3	98.8	98.6	96.2	100.5	98.9	95.6	105.7	99.1
May	99.8	100.7	100.2	101.2	96.7	101.3	98.8	98.6	96.2	100.7	98.9	95.6	105.7	99.1
June	99.5	99.9	100.2	101.0	97.1	101.3	98.4	98.8	96.8	100.8	98.9	95.6	105.8	99.1
July	100.5	102.2	100.2	101.0	96.2	101.7	99.7	99.4	95.9	102.6	98.8	95.4	105.8	100.9
August	101.1	103.8	100.9	100.9	96.6	101.3	99.7	99.5	95.9	102.9	98.9	95.8	105.7	101.2
September	101.4	104.3	100.9	100.9	97.4	101.3	99.8	99.9	96.7	103.3	98.9	96.5	105.7	101.4
October	101.3	102.2	102.2	100.8	98.2	101.4	100.7	100.2	96.9	103.8	98.9	96.7	106.1	101.4
November	101.1	101.3	102.2	101.0	98.7	101.4	100.7	100.5	97.9	103.6	98.7	99.1	106.4	101.1
December	100.7	100.1	102.4	100.3	99.2	101.4	100.7	100.4	97.6	103.6	98.9	99.1	106.6	101.1
Annual Average	*100.4*	*101.0*	*100.9*	*101.2*	*98.5*	*101.3*	*99.5*	*99.3*	*96.5*	*101.9*	*98.9*	*97.3*	*105.8*	*100.1*
1941 January	100.7	100.7	102.4	100.3	99.2	101.3	100.1	100.9	98.7	103.7	98.9	100.3	106.6	101.1
February	100.9	101.1	102.4	100.3	99.2	101.3	100.5	101.2	99.6	103.9	98.9	100.6	106.8	101.0
March	101.4	102.4	102.4	100.5	99.2	102.6	100.5	101.7	101.4	104.1	99.0	100.2	107.1	100.7
April	102.6	105.3	103.2	100.7	99.2	103.0	100.9	102.6	104.4	104.4	99.1	100.2	107.3	100.3
May	102.8	105.6	103.2	100.9	98.2	103.2	101.4	103.5	106.0	104.5	99.2	100.2	110.7	101.0
June	104.6	109.9	104.3	100.9	98.2	104.4	102.2	105.2	109.5	106.2	99.2	100.4	111.3	102.0
July	105.1	111.1	104.3	101.2	100.4	104.4	102.2	105.4	109.6	107.0	99.3	100.4	111.6	102.0
August	106.9	114.2	107.5	102.8	101.4	104.4	102.2	106.4	111.9	107.6	99.9	100.4	113.3	102.0
September	108.3	115.4	108.6	106.4	102.0	109.1	102.8	108.9	115.1	108.6	105.6	102.1	118.6	103.1
October	109.5	115.5	109.2	110.0	102.0	110.1	105.2	110.6	117.2	109.6	106.7	102.1	120.9	105.3
November	110.9	118.2	109.2	113.3	102.0	113.1	105.4	111.6	118.5	110.1	110.8	102.1	122.0	105.4
December	111.0	117.6	109.5	114.2	102.0	114.1	105.4	112.4	120.2	110.3	112.0	102.1	123.8	105.3
Annual Average	*105.4*	*109.8*	*105.5*	*104.3*	*100.3*	*105.9*	*102.4*	*105.9*	*109.3*	*106.7*	*102.4*	*100.9*	*113.3*	*102.4*
1942 January	112.8	120.1	111.1	118.4	102.0	116.6	106.1	113.6	122.9	111.5	112.6	102.1	124.2	105.7
February	113.4	120.6	111.1	119.8	102.0	117.1	107.1	114.3	123.3	111.6	116.3	102.1	125.6	105.9
March	114.9	123.9	111.7	121.6	102.4	118.0	107.5	115.5	124.7	111.6	120.2	102.4	127.5	106.7
April	116.3	126.2	112.1	127.1	100.9	119.3	107.7	117.1	127.8	113.5	123.0	101.6	128.0	106.8
May	117.0	126.4	111.9	127.5	101.5	118.7	109.7	117.4	128.9	113.5	121.5	101.8	127.9	107.1
June	117.3	128.3	110.7	126.8	101.6	118.2	110.0	117.7	130.0	113.5	121.1	102.2	127.5	107.3
July	117.0	127.6	109.3	127.1	101.6	118.2	110.4	116.0	128.8	105.1	121.4	102.2	127.5	107.4
August	117.1	128.1	109.3	126.6	101.2	118.2	110.6	116.3	129.7	105.1	121.4	102.3	127.5	107.6
September	117.7	129.5	109.7	126.7	101.2	118.2	110.7	116.1	129.1	105.1	121.4	102.3	127.5	107.8
October	118.8	132.9	109.7	126.8	101.2	118.2	111.2	117.3	132.9	105.1	121.4	102.3	127.5	107.9
November	119.4	133.9	109.7	126.9	101.3	118.2	112.1	117.9	133.9	105.1	121.5	102.3	127.5	108.9
December	119.8	134.9	109.7	126.9	101.3	118.2	112.3	118.3	135.0	105.1	121.5	102.3	127.5	109.1
Annual Average	*116.8*	*127.7*	*110.5*	*125.2*	*101.5*	*118.1*	*109.6*	*116.5*	*128.9*	*108.8*	*120.3*	*102.2*	*127.1*	*107.4*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939–1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

Date	Denver, Colorado							Des Moines, Iowa						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*30.8*	*17.5*	*10.3*	*6.3*	*4.0*	*31.1*	*100.0*	*26.9*	*16.8*	*10.8*	*7.2*	*4.5*	*33.8*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	100.1	100.3	100.0	100.1	100.0	100.5	100.0	100.1	99.9	100.6	100.3	100.0	100.0	100.1
March	99.7	99.9	100.0	100.1	95.1	100.5	100.0	100.2	100.2	101.2	100.3	100.0	99.1	99.8
April	99.8	100.3	100.0	99.6	95.1	100.5	100.0	100.4	101.5	101.2	100.3	100.0	98.6	99.5
May	99.9	100.3	101.2	99.1	95.0	100.5	100.0	100.6	102.0	101.2	100.3	99.4	98.3	99.7
June	100.0	100.3	101.9	99.1	95.0	100.3	100.0	100.4	101.3	101.2	100.3	100.0	98.1	99.7
July	100.2	100.1	101.9	98.9	95.0	99.5	100.8	99.6	99.1	101.2	100.3	98.0	97.3	99.7
August	98.8	98.4	101.9	98.4	95.0	99.5	98.3	99.4	98.7	101.2	100.4	96.4	97.2	99.7
September	100.3	101.6	101.9	98.4	94.7	99.5	99.9	101.6	106.6	101.2	101.2	96.4	97.6	99.7
October	100.6	101.8	101.9	99.1	94.8	100.5	100.2	101.7	105.3	101.2	102.0	97.5	98.3	100.3
November	100.1	101.3	100.5	99.8	94.8	100.8	99.7	101.3	103.9	101.2	102.4	98.0	98.3	100.0
December	100.0	100.8	100.3	100.3	94.8	101.1	99.7	99.6	101.1	98.7	102.7	98.0	98.5	98.4
Annual Average	*100.0*	*100.4*	*101.0*	*99.4*	*95.8*	*100.3*	*99.9*	*100.4*	*101.6*	*100.8*	*100.9*	*98.6*	*98.4*	*99.7*
1940 January	99.6	99.8	100.3	100.3	94.8	101.5	99.6	99.6	100.8	98.7	103.0	98.0	98.7	98.4
February	100.2	101.4	100.8	100.3	94.8	101.5	99.5	99.8	101.6	98.7	103.0	98.0	99.0	98.4
March	99.1	99.7	100.8	100.5	94.8	101.6	97.5	99.1	98.9	98.6	103.0	98.0	99.1	98.4
April	99.0	100.5	100.8	100.3	94.8	102.0	96.5	99.3	99.7	98.6	103.0	98.0	99.3	98.4
May	99.6	102.7	100.8	99.8	94.8	101.6	96.5	100.0	102.7	98.6	102.5	98.0	99.2	98.4
June	99.4	102.1	100.8	99.7	94.8	101.7	96.5	99.8	102.3	97.9	102.7	98.0	99.4	98.4
July	100.1	100.0	100.8	99.7	94.8	101.1	100.8	99.8	101.1	97.9	102.7	98.0	99.1	99.4
August	99.4	98.3	100.8	99.9	94.8	100.2	100.3	100.0	100.1	97.9	102.7	98.2	98.4	100.8
September	98.9	98.6	100.8	99.9	95.0	100.3	98.4	100.4	100.5	99.2	102.8	98.2	98.6	101.0
October	99.2	98.9	100.8	99.9	95.5	100.2	98.8	101.3	101.8	99.5	102.8	100.6	98.5	101.9
November	99.4	98.6	100.8	100.1	95.6	100.3	99.8	101.9	103.4	100.1	103.4	100.7	98.6	101.9
December	100.5	101.8	100.8	99.8	95.6	100.3	100.3	102.3	104.8	100.1	103.4	100.7	98.6	101.8
Annual Average	*99.5*	*100.2*	*100.8*	*100.0*	*95.0*	*101.0*	*98.7*	*100.3*	*101.5*	*98.8*	*102.9*	*98.7*	*98.9*	*99.8*
1941 January	100.2	100.6	100.8	99.8	95.6	100.4	100.3	102.1	104.0	100.1	103.5	100.7	98.7	101.9
February	99.7	100.2	99.6	99.8	95.4	99.8	100.0	101.9	103.0	100.1	103.6	100.7	98.5	102.0
March	100.0	101.0	99.6	99.9	95.4	100.6	100.1	102.4	105.0	100.1	103.6	100.7	99.9	101.7
April	101.1	104.5	99.6	99.9	95.4	100.6	100.2	103.3	108.5	100.1	103.7	100.7	99.9	101.7
May	102.0	106.4	100.7	100.1	95.4	101.0	100.6	104.1	110.8	100.1	103.9	100.7	100.2	102.0
June	103.1	109.1	100.7	100.1	95.4	101.7	101.1	106.1	117.3	100.1	103.9	104.4	100.7	101.9
July	104.1	111.0	101.2	100.1	95.4	102.3	102.2	106.2	116.7	101.5	104.1	104.4	100.9	101.9
August	104.6	111.4	101.8	101.4	95.4	102.7	102.6	106.4	117.6	101.5	105.1	104.4	100.9	101.5
September	106.1	113.5	102.3	104.9	95.4	108.6	103.2	108.4	122.7	101.5	107.9	106.2	103.9	101.7
October	107.9	116.0	102.3	106.3	96.1	110.1	105.7	109.8	123.7	102.2	109.8	106.8	108.1	103.4
November	109.6	118.9	104.4	108.8	96.1	112.5	106.0	110.2	122.0	103.4	112.3	109.5	111.6	103.5
December	110.5	121.3	104.4	109.4	96.5	112.4	106.1	111.1	125.1	103.5	112.5	108.0	114.0	103.5
Annual Average	*104.1*	*109.5*	*101.5*	*102.5*	*95.6*	*104.4*	*102.3*	*106.0*	*114.7*	*101.2*	*106.2*	*103.9*	*103.1*	*102.2*
1942 January	112.4	125.5	104.4	113.1	96.6	113.3	106.7	113.5	130.0	103.5	117.5	110.7	114.5	104.4
February	112.7	124.3	104.0	115.6	96.4	117.0	107.8	114.4	127.3	103.5	120.1	110.7	116.7	108.4
March	113.6	126.1	104.0	116.6	96.4	120.2	108.3	115.3	129.6	104.0	121.5	108.5	118.1	108.6
April	115.2	128.7	104.0	121.8	96.4	123.0	108.8	116.5	131.1	104.0	125.4	108.5	123.7	109.0
May	115.4	128.4	104.0	122.6	96.4	122.5	109.4	117.1	131.9	105.5	125.9	108.5	123.3	109.4
June	115.5	129.1	104.0	121.7	96.5	122.4	109.3	117.5	132.9	105.5	125.6	108.5	124.1	109.7
July	115.8	129.5	105.6	120.6	96.5	122.5	109.3	117.2	131.2	105.5	125.8	108.5	124.1	110.1
August	115.9	131.0	105.6	121.2	96.5	122.5	108.1	117.4	131.6	105.3	126.5	108.5	123.5	110.4
September	116.9	131.5	105.6	121.0	96.5	122.5	110.8	117.6	131.6	105.3	126.7	108.5	124.2	110.6
October	118.1	135.5	105.6	121.0	96.5	122.5	110.8	119.0	135.9	105.3	126.7	108.5	123.8	111.4
November	118.9	137.7	105.6	121.2	96.5	122.4	111.1	119.9	138.6	105.3	126.8	108.5	123.8	112.1
December	119.4	138.8	105.6	121.6	97.3	122.4	111.3	121.5	144.0	105.4	126.8	108.6	123.8	112.3
Annual Average	*115.8*	*130.5*	*104.8*	*119.8*	*96.5*	*121.1*	*109.3*	*117.2*	*133.0*	*104.8*	*124.6*	*108.9*	*122.0*	*109.7*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939–1942—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

	Grand Rapids, Mich.							**Houston, Tex.**						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100 0*	*29.4*	*17.4*	*11.0*	*8.3*	*5.0*	*28.9*	*100.0*	*26.8*	*15.8*	*10.5*	*4.6*	*7.3*	*35.0*
1939 January	100.0	100.0	100.0	100 0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.5	99.6	100.0	100 0	98.8	99.9	99.0	99.4	97.4	100.3	100.0	100.0	100.2	100.0
March	99.1	98.9	99.9	99.9	97.7	98.6	99.0	98.6	96.8	99.6	99.9	100.0	100.3	98.7
April	98.6	97.7	99.9	99.4	96.8	98.4	99.1	99.1	98.7	99.4	100.3	100.0	100.2	98.7
May	98.5	96.3	101.1	99.2	96.6	98.7	99.5	99.0	98.1	99.4	100.6	100.0	99.9	98.7
June	98.9	97.3	102.1	99.1	95.6	98.7	99.5	98.2	97.3	97.5	100.6	96.3	99.9	98.5
July	99.1	96.7	102.9	99.1	95.6	98.7	100.1	99.2	99.3	97.8	100.6	96.3	99.9	99.5
August	98.8	95.4	102.9	99.1	96.3	98.8	100.6	99.2	99.4	97.8	100.6	96.3	99.9	99.5
September	101.0	101 3	105.0	99.2	96.7	99.0	100.5	100.3	102.5	98.4	101.3	96.3	100.8	99.5
October	101.4	101.6	105.0	100.1	98 3	99.1	100.9	100.4	102.1	98.4	101.4	96.3	101.0	100.1
November	100.3	100.3	105.0	100 6	98.4	99.2	97.9	100.0	100.9	98.0	101.4	96.3	102.4	99.8
December	100.8	99.0	105.0	100.9	98.5	99.5	100.8	99.9	100.4	98.0	101.4	96.3	102.8	99.8
Annual Average	*99.7*	*98.7*	*102.4*	*99.7*	*97.4*	*99.1*	*99.7*	*99.4*	*99.4*	*98.7*	*100.7*	*97.8*	*100.6*	*99.4*
1940 January	100.3	97.3	105.0	101.0	98.5	100.4	100.7	100.0	100.3	98.4	101.8	96.3	102.8	99.8
February	101.2	100.1	105.3	100.9	98.4	101.2	100.7	100.4	101.7	98.2	101.8	96.3	104.2	99.7
March	101.0	99.5	105.3	101.1	98.2	101.2	100.7	99.4	99.3	98.2	101.8	96.3	103.9	98.8
April	101.5	101.5	105.3	100.8	97.8	101.2	100.7	99.3	98.9	98.4	101.4	96.3	103.9	98.8
May	101.5	101.7	105.3	100.2	97.1	101.1	100.7	99.5	100.2	98.4	100.9	94.8	103.6	98.8
June	101.8	103.5	105.3	99.6	95.1	101.0	100.7	99.3	99.5	98.4	100.7	94.8	103.4	98.8
July	101.5	102.3	105.3	99.5	95.1	100.5	101.3	99.5	100.4	98.6	100.7	94.8	102.8	98.6
August	101.2	100.3	105.3	99.3	96.2	99.9	102.1	99.8	101.0	100.3	100.7	94.8	102.0	98.7
September	101.5	101.1	105.3	99.1	96.4	99.9	102.2	100.0	101.3	100.3	101.0	94.8	102.0	98.9
October	101.6	100.5	105.3	98.7	98.1	99.8	103.0	100.7	102.6	100.9	100.9	94.8	101.9	99.7
November	101.5	99.8	105.3	99.1	98.4	99.9	103.0	100.8	102.9	100.9	101.0	94.8	102.0	99.7
December	101.9	100.8	105.3	99.0	99.6	99.9	102.9	101.0	103.8	100.9	100.9	94.8	102.0	99.7
Annual Average	*101.4*	*100.7*	*105.3*	*99.9*	*97.4*	*100.5*	*101.6*	*100.0*	*101.0*	*99.3*	*101.1*	*95.3*	*102.9*	*99.2*
1941 January	102.3	102.1	105.3	99.0	99.6	100.3	103.0	101.2	104.3	101.4	100.9	93.2	102.1	99.7
February	102 3	102.3	105.3	99.0	99.6	100.1	103.0	101.1	103.8	101.4	100.9	93.2	101.8	99.7
March	102 8	103.6	105.3	99.1	99.6	101.5	103.0	101.2	103.8	101.8	101.1	93.2	102.9	99.8
April	104.4	108.3	106.3	99.3	99.6	102.5	102.9	102.0	105.9	101.8	101.4	93.2	102.9	100.2
May	106 0	111.7	106.3	99.6	99.3	102.6	105.0	102.3	106.7	101.8	101.6	90.2	103.1	100.7
June	108.0	116.7	106.3	99.6	101.0	103.7	106.3	102.9	108.1	101.8	101.6	90.2	104.3	101.0
July	109.2	118.8	106.3	99.7	104 5	104.8	107.1	103.5	110.4	101.8	101.6	90.2	104.9	101.1
August	109.7	118.8	106.3	102.7	106.3	105.1	107.2	104.3	113.0	101.8	102.2	90.2	105.0	101.2
September	111.1	120.4	106.3	106 0	106.3	112.0	107.8	105.9	116.8	101.8	105.8	90.2	106.5	101.5
October	112.8	121.1	106.6	107.8	106.6	119.6	110.8	108.3	118.0	102.8	108.6	90.2	108.6	105.7
November	114.1	124.1	106.6	110.0	106.6	120.7	110.9	109.7	121.1	102.8	110.9	90.2	110.4	106.2
December	114.6	125.5	106.6	109.9	106.6	123.9	110.9	110.4	123.0	102.8	111.2	90.2	111.9	106.2
Annual Average	*108.1*	*114.5*	*106.1*	*102.6*	*103.0*	*108.1*	*106.5*	*104.4*	*111.2*	*102.0*	*104.0*	*91.2*	*105.4*	*101.9*
1942 January	116.5	130.1	106.6	111.5	106.6	127.6	111.5	111.6	124.8	104.2	115.3	90.2	112.6	106.5
February	117.3	130.6	106.6	113.3	106.6	127.9	113.0	112.7	125.0	105.6	117.9	90.2	113.8	107.7
March	118.3	132.4	106.6	116.1	106.6	129.9	113.3	113.5	126.5	105.6	119.9	90.2	115.0	108.0
April	119.4	133.7	106.6	121.4	105.0	132.3	113.6	114.4	127.6	105.6	124.4	90.2	115.2	108.3
May	119.2	132.6	106.6	121.6	105.4	132.1	114.1	114.6	127.0	105.6	125.9	90.2	115.6	108.9
June	118.8	130.9	106.6	120.8	106.7	131.4	114.4	114.6	126.9	105.7	124.8	90.2	115.3	109.2
July	119.0	131.2	106.6	120.6	106.7	131.4	114.8	115.8	130.7	105.7	125.0	90.2	115.4	109.6
August	118.4	128.9	106.6	120.2	106.7	132.7	115.1	116.1	131.7	105.7	124.1	90.2	115.4	109.9
September	118.8	129.6	106.6	120.8	106.7	132.7	115.3	116.4	132.9	105.7	124.0	90.2	114.7	110.1
October	121.0	136.7	106.6	121.5	106.7	132.7	115.6	116.7	133.3	105.7	124.0	90.2	114.7	110.5
November	121.4	137.0	106.6	121.9	106.7	132.7	116.4	117.1	134.2	105.7	124.3	90.2	114.7	111.2
December	122.8	141.5	106.6	121.9	106.7	132.7	116.7	117.5	135.1	105.7	124.3	90.2	114.7	111.5
Annual Average	*119.2*	*132.9*	*106.6*	*119.3*	*106.4*	*131.3*	*114.5*	*115.1*	*129.6*	*105.5*	*122.8*	*90.2*	*114.8*	*109.3*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

	Indianapolis, Ind.							Louisville, Ky.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*28.4*	*15.1*	*11.4*	*7.9*	*6.6*	*30.6*	*100.0*	*33.1*	*15.6*	*10.7*	*7.2*	*6.2*	*27.2*
1939 January	100.0	100.9	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.8	99.2	100.0	99.9	100.0	101.0	100.0	99.7	99.3	100.0	100.0	99.6	99.5	100.0
March	99.7	99.5	100.0	100.0	100.0	101.7	99.2	99.5	98.7	99.7	99.8	99.6	100.0	100.0
April	99.4	97.5	101.2	100.2	98.4	100.6	100.0	99.3	98.3	99.4	99.7	99.6	100.0	100.0
May	99.1	97.1	101.2	100.3	96.4	100.5	100.0	98.7	96.8	99.4	99.7	99.6	100.0	99.6
June	98.8	97.6	101.3	100.5	94.2	100.2	99.1	99.1	97.7	99.4	99.7	99.3	100.4	99.9
July	98.7	96.7	101.3	100.7	94.6	100.6	99.1	99.4	97.8	99.7	99.7	99.3	100.2	100.9
August	98.5	96.0	101.3	100.7	95.0	100.9	99.1	99.4	97.5	99.7	100.1	100.5	100.2	100.8
September	100.8	101.6	103.3	101.0	95.4	101.3	99.9	101.1	102.8	100.2	100.7	100.5	100.5	100.2
October	101.1	102.0	103.3	101.0	97.0	101.4	100.2	101.2	102.1	100.2	100.8	100.8	102.1	100.9
November	100.8	100.4	103.3	101.2	97.6	101.6	100.4	101.3	101.7	100.9	100.7	101.4	103.5	100.8
December	100.4	99.5	103.1	100.9	97.6	101.2	100.4	100.5	99.5	100.9	100.9	100.8	103.5	100.5
Annual Average	*99.8*	*98.9*	*101.6*	*100.5*	*97.2*	*100.9*	*99.8*	*99.9*	*99.4*	*100.0*	*100.2*	*100.1*	*100.8*	*100.3*
1940 January	100.4	99.4	102.9	101.2	97.6	101.2	100.2	100.6	99.4	100.9	100.9	102.0	103.4	100.6
February	100.9	101.5	102.4	101.3	97.6	101.1	100.2	100.5	99.0	101.1	100.8	103.3	103.7	100.3
March	100.3	99.5	102.4	101.3	97.5	101.1	100.2	100.4	98.9	101.1	100.9	102.7	103.7	100.4
April	100.7	101.0	102.4	101.2	97.5	101.1	100.2	100.2	99.0	101.1	100.4	99.8	103.8	100.4
May	100.5	101.2	102.7	100.5	95.1	101.0	100.2	100.7	100.8	101.6	99.9	99.8	103.7	99.8
June	100.9	102.2	103.8	100.1	94.7	101.1	100.2	100.7	100.7	101.6	99.6	99.7	105.3	99.8
July	100.9	100.8	103.8	100.0	95.7	101.1	101.1	100.6	100.0	101.6	99.7	99.7	105.0	100.3
August	101.0	100.8	103.8	100.0	96.5	100.3	101.6	100.0	98.7	101.6	99.9	99.7	105.5	99.5
September	101.7	102.3	104.6	100.1	96.7	100.6	101.8	100.5	100.1	101.6	99.9	99.7	105.5	99.6
October	101.9	101.5	104.6	100.1	99.3	100.6	102.7	101.2	100.4	101.6	99.8	104.3	105.4	100.7
November	102.2	102.1	104.6	100.6	99.3	100.6	102.7	101.0	99.8	101.6	99.9	104.3	105.5	100.7
December	102.8	104.6	104.6	100.2	99.3	100.6	102.7	101.6	101.5	101.9	99.9	104.3	105.5	100.6
Annual Average	*101.2*	*101.4*	*103.6*	*100.6*	*97.2*	*100.9*	*101.2*	*100.7*	*99.9*	*101.4*	*100.1*	*101.6*	*104.7*	*100.2*
1941 January	102.7	103.9	104.6	100.2	99.3	101.7	102.7	101.4	101.1	101.9	99.2	104.3	105.5	100.6
February	102.9	104.5	104.6	100.2	99.3	102.5	102.7	101.5	101.0	102.9	99.2	104.3	105.5	100.6
March	103.3	104.8	105.6	100.3	99.3	105.0	102.7	102.2	102.6	102.9	99.6	104.3	106.5	100.6
April	103.9	106.0	106.5	100.5	99.3	106.1	102.7	103.4	106.2	102.9	99.8	104.3	106.6	100.6
May	105.1	109.3	107.5	100.6	99.3	107.4	102.7	104.5	108.6	104.1	100.0	104.3	106.8	100.9
June	106.5	112.9	107.5	100.6	99.3	109.1	103.5	106.5	114.1	104.1	100.0	105.5	107.3	101.4
July	106.8	113.1	107.5	100.7	101.2	110.4	103.5	106.6	113.0	104.6	100.6	106.1	109.2	101.7
August	107.9	115.4	107.6	101.5	102.5	111.4	104.0	107.6	115.2	104.6	101.8	107.9	109.8	101.8
September	109.4	118.6	108.2	103.3	102.5	112.4	104.7	109.6	119.0	104.6	107.6	107.9	115.4	100.9
October	111.6	120.5	108.2	106.2	102.7	116.5	108.2	110.8	119.3	104.6	109.5	107.9	118.6	103.3
November	112.4	122.0	108.2	108.5	102.7	117.9	108.3	111.9	121.9	104.6	111.0	107.9	119.6	103.4
December	113.1	123.1	108.2	110.1	102.7	121.5	108.2	112.0	121.8	104.6	111.3	107.9	120.6	103.7
Annual Average	*107.1*	*112.8*	*107.0*	*102.7*	*100.8*	*110.2*	*104.5*	*106.5*	*112.0*	*103.9*	*103.3*	*106.1*	*111.0*	*101.6*
1942 January	114.6	126.3	108.2	113.2	102.7	121.9	108.9	113.9	124.9	104.9	115.9	107.9	122.8	104.4
February	116.0	128.7	108.3	114.8	102.7	122.2	110.3	115.4	126.8	104.9	117.6	107.9	124.3	106.5
March	116.6	129.2	109.4	115.7	102.7	123.5	110.7	116.0	128.1	104.9	118.0	107.9	125.3	106.8
April	117.9	131.4	109.6	119.9	102.7	125.4	111.0	117.3	130.2	104.9	122.6	107.9	127.9	106.7
May	118.0	131.2	109.6	120.2	102.8	125.0	111.5	117.3	130.3	104.9	121.7	107.9	127.5	106.9
June	118.9	134.6	109.6	119.3	102.8	124.5	111.8	117.5	131.1	104.9	121.1	108.0	127.5	107.2
July	118.7	133.8	108.6	119.2	102.8	124.5	112.3	117.2	130.5	104.9	119.1	108.0	127.6	107.5
August	118.5	132.9	107.9	119.7	102.8	124.5	112.6	117.6	131.5	104.9	119.1	108.0	127.6	107.6
September	118.6	133.0	107.9	119.7	102.8	124.5	112.9	117.8	132.2	104.5	119.1	108.0	127.5	107.8
October	119.6	136.2	107.9	119.8	102.9	124.5	113.2	118.3	133.5	104.5	119.4	108.0	127.7	108.0
November	119.7	135.4	107.9	119.9	102.9	124.5	114.1	119.0	134.8	104.5	119.7	108.0	127.7	108.6
December	120.0	136.3	107.9	119.9	102.9	124.5	114.4	119.5	136.0	104.5	120.1	108.0	127.7	108.9
Annual Average	*118.1*	*132.4*	*108.6*	*118.4*	*102.8*	*124.1*	*112.0*	*117.2*	*130.8*	*104.8*	*119.5*	*108.0*	*126.8*	*107.2*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

	Lynn, Mass.							New Haven, Conn.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*35.7*	*18.8*	*10.8*	*9.0*	*2.9*	*22.8*	*100.0*	*32.6*	*18.3*	*9.1*	*9.0*	*2.9*	*28.1*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.4	98.5	99.5	100.0	100.0	100.5	100.0	99.4	98.2	100.0	99.6	100.0	99.7	100.2
March	99.2	98.3	99.5	100.0	100.0	100.7	99.3	99.6	98.6	100.0	99.6	100.0	99.8	100.2
April	99.4	98.9	100.1	100.0	100.0	99.9	99.3	99.7	99.1	100.0	99.6	100.0	99.8	100.2
May	98.4	97.2	98.8	100.0	97.2	99.9	99.6	99.3	98.9	100.0	99.6	96.1	99.6	100.2
June	98.5	97.4	98.8	100.0	97.2	100.1	99.6	99.3	98.8	100.0	99.6	96.3	99.6	100.2
July	99.3	99.1	99.4	100.0	97.2	99.7	100.1	99.8	100.0	100.8	99.6	96.6	99.6	100.1
August	98.4	96.5	99.4	100.0	98.0	99.4	100.1	99.4	98.6	100.8	99.6	96.8	99.6	100.1
September	100.3	101.2	99.4	100.0	98.2	99.0	100.9	101.2	103.7	100.8	100.3	97.1	99.7	100.3
October	99.3	98.5	98.4	100.0	99.9	100.2	100.7	100.7	100.9	101.1	101.1	99.4	100.3	100.4
November	99.9	98.8	100.0	100.3	99.9	101.3	101.2	100.5	100.4	101.1	101.1	99.9	100.7	100.3
December	98.7	95.8	98.6	101.4	99.9	101.8	101.2	99.9	98.4	101.1	101.7	99.7	100.7	100.3
Annual Average	*99.2*	*98.4*	*99.3*	*100.1*	*99.0*	*100.2*	*100.2*	*99.9*	*99.6*	*100.5*	*100.1*	*98.5*	*99.9*	*100.2*
1940 January	98.8	96.8	97.5	101.4	99.9	102.0	101.0	99.9	98.4	101.1	101.4	99.9	100.9	100.2
February	99.9	100.0	97.9	100.5	99.9	101.7	101.0	100.8	101.2	101.1	101.4	99.9	100.7	100.2
March	99.9	99.0	99.1	101.4	99.9	101.7	101.0	100.5	100.3	101.3	101.4	99.9	100.8	100.2
April	100.5	100.9	99.1	101.3	99.9	101.8	100.8	100.8	101.2	101.3	101.3	99.9	100.8	100.2
May	99.9	100.0	99.1	101.3	97.3	101.6	100.5	100.9	102.4	101.3	101.3	98.2	100.9	99.8
June	100.6	102.1	99.1	101.4	97.3	101.8	100.1	101.4	103.8	101.3	101.4	100.1	101.1	99.1
July	100.7	101.2	99.1	100.9	99.4	101.8	101.4	101.4	102.3	101.3	101.4	100.9	101.1	100.5
August	99.7	98.8	99.1	100.8	99.4	101.5	101.2	100.8	101.3	101.3	101.3	99.8	100.6	100.1
September	100.2	99.9	99.9	100.8	99.4	101.5	100.8	101.2	102.3	102.4	101.3	98.7	101.1	100.1
October	99.7	97.9	100.0	100.8	99.9	101.5	101.4	100.6	100.0	102.7	101.1	99.0	100.9	100.3
November	99.7	97.4	100.4	100.8	101.1	102.1	101.4	100.6	99.4	102.7	101.1	100.8	101.0	100.3
December	100.0	98.0	100.4	100.4	102.6	102.1	101.6	101.1	100.4	102.7	101.1	103.4	101.2	100.2
Annual Average	*100.0*	*99.3*	*99.2*	*101.0*	*99.7*	*101.8*	*101.0*	*100.8*	*101.1*	*101.7*	*101.3*	*100.0*	*100.9*	*100.1*
1941 January	100.3	97.8	100.4	100.5	106.7	102.1	101.4	101.4	100.7	102.7	101.1	103.4	101.2	100.7
February	100.6	98.5	100.4	100.5	106.6	102.3	101.4	101.6	102.1	102.9	101.2	100.8	101.0	100.7
March	101.2	100.0	100.4	100.6	106.0	103.4	101.7	101.5	102.2	102.9	101.6	97.7	102.3	100.7
April	102.2	102.6	100.4	100.7	106.3	103.6	102.0	102.9	106.1	102.9	101.8	96.7	102.5	101.6
May	103.3	104.2	101.9	101.2	106.6	104.0	102.5	103.4	106.1	104.2	102.0	98.1	103.1	101.8
June	104.6	107.3	102.1	101.4	106.6	104.5	103.3	105.1	110.9	104.2	102.0	97.5	104.5	102.6
July	105.6	108.9	102.9	101.4	108.6	105.1	103.3	105.4	111.3	104.2	102.2	97.7	106.4	102.7
August	106.3	110.6	102.9	102.9	108.6	105.2	103.4	106.2	113.5	104.3	102.5	98.2	106.8	102.7
September	107.7	112.0	103.0	106.3	110.5	113.8	103.6	108.1	116.2	105.6	106.3	100.9	111.8	102.9
October	109.1	113.6	103.0	109.5	110.9	117.8	105.1	109.1	116.9	105.6	108.3	103.5	115.2	103.9
November	110.6	116.3	103.0	113.6	110.9	118.6	105.1	109.3	117.2	105.6	110.1	102.0	115.9	103.9
December	110.4	115.7	103.0	113.8	110.9	122.0	105.1	108.9	115.9	105.6	110.5	102.0	117.5	103.9
Annual Average	*105.2*	*107.3*	*102.0*	*104.4*	*108.3*	*108.5*	*103.2*	*105.2*	*109.9*	*104.2*	*104.1*	*99.9*	*107.4*	*102.3*
1942 January	112.2	119.3	103.0	115.7	110.9	122.4	106.0	111.2	121.0	105.6	113.9	102.0	118.6	104.8
February	113.2	120.8	103.0	118.1	110.9	122.4	107.3	111.7	121.3	105.6	116.4	102.0	121.7	105.3
March	114.4	122.9	103.3	119.9	110.9	124.9	107.5	112.7	123.9	105.6	116.8	102.0	123.4	105.5
April	115.6	123.3	105.6	123.8	111.8	126.5	107.8	113.0	122.8	105.6	120.0	103.5	125.2	105.8
May	115.9	124.5	104.1	124.4	112.3	126.1	108.2	113.4	123.7	105.6	120.5	104.0	124.9	106.0
June	116.8	126.6	104.1	123.7	112.3	125.6	109.4	114.4	126.5	105.6	119.9	104.3	124.9	106.3
July	117.2	126.8	104.1	120.9	115.3	125.6	110.9	115.8	127.6	105.3	120.0	112.1	124.9	107.8
August	117.7	127.6	104.5	123.3	114.0	125.6	110.9	115.9	128.9	105.3	120.1	107.8	124.9	107.8
September	117.6	128.1	104.5	123.3	114.0	125.6	109.8	116.1	130.6	105.3	120.1	107.8	124.4	106.7
October	119.0	131.3	104.5	123.3	114.0	125.6	110.6	116.7	132.1	105.3	120.4	107.8	124.4	107.0
November	120.0	133.6	104.5	123.4	114.0	125.6	111.6	116.8	131.9	105.3	120.5	107.9	124.4	107.8
December	120.0	133.5	104.5	123.6	114.0	125.6	111.6	117.8	134.9	105.3	120.1	107.9	124.4	107.8
Annual Avergae	*116.6*	*126.5*	*104.1*	*122.0*	*112.9*	*125.1*	*109.3*	*114.6*	*127.1*	*105.5*	*119.1*	*105.8*	*123.8*	*106.6*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

Date	Omaha, Neb.							Portland, Ore.						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*28.7*	*15.9*	*10.0*	*9.2*	*4.1*	*32.1*	*100.0*	*29.9*	*13.8*	*10.6*	*6.0*	*5.1*	*34.6*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.9	99.9	99.6	100.2	100.0	100.0	100.0	100.2	100.4	100.7	100.0	100.0	100.3	100.0
March	99.5	100.2	99.6	100.2	100.0	100.0	98.4	99.9	99.3	100.7	100.1	100.0	100.6	100.0
April	100.0	101.7	99.3	100.2	100.0	100.7	98.8	99.7	99.1	100.7	100.1	97.9	100.6	100.0
May	100.3	102.6	99.3	100.2	100.0	100.7	98.8	100.0	99.4	101.9	100.2	97.9	100.5	100.0
June	100.6	102.2	99.3	100.3	99.7	101.7	100.0	99.9	99.0	101.9	100.2	97.9	100.9	100.0
July	100.0	100.2	99.3	100.2	100.1	101.7	99.9	99.7	98.7	102.2	100.1	95.7	100.9	99.9
August	100.0	100.1	99.3	100.4	100.1	102.5	99.9	99.5	97.9	102.2	100.4	95.7	100.9	99.9
September	102.4	108.2	98.8	101.2	100.2	103.5	99.9	101.2	103.5	102.2	100.4	95.7	101.3	99.9
October	102.7	107.3	98.8	101.8	99.6	103.5	101.6	101.2	102.3	102.7	100.5	98.2	101.5	100.3
November	101.9	106.2	98.8	101.8	99.8	104.5	99.9	100.9	101.5	102.4	100.9	98.2	101.7	100.1
December	100.6	103.6	98.8	101.9	99.8	106.1	97.9	100.4	99.7	101.4	102.8	98.2	101.7	100.1
Annual Average	*100.7*	*102.7*	*99.2*	*100.7*	*99.9*	*102.1*	*99.6*	*100.2*	*100.1*	*101.6*	*100.5*	*98.0*	*100.9*	*100.0*
1940 January	100.5	103.6	98.5	102.0	99.4	106.5	97.8	100.2	99.2	101.4	102.6	99.2	101.7	99.9
February	100.8	104.7	98.5	101.9	99.4	107.0	97.7	100.5	100.4	100.8	102.6	99.2	101.9	99.8
March	99.9	102.3	98.1	101.9	99.4	107.2	97.2	99.9	99.3	101.0	102.6	94.4	101.6	99.9
April	100.4	103.4	98.1	101.9	99.4	107.4	97.7	99.6	99.4	101.0	102.4	89.7	101.6	99.9
May	101.3	106.6	97.9	101.1	99.4	107.0	98.1	99.6	100.0	101.0	102.1	87.3	101.5	99.9
June	101.5	106.5	97.9	101.2	99.4	107.4	98.9	99.6	101.6	101.0	102.0	86.9	101.5	98.4
July	101.5	105.5	97.9	100.0	99.4	106.0	100.2	100.2	101.9	101.1	102.0	90.8	101.7	99.1
August	101.5	104.9	97.9	99.4	99.4	105.3	101.0	100.1	101.6	101.1	102.2	90.8	101.1	99.1
September	101.8	105.5	97.9	99.6	99.4	105.5	101.2	100.3	102.3	101.1	102.2	90.8	101.0	99.2
October	102.3	105.7	98.5	99.5	100.3	105.5	102.1	100.5	101.7	101.1	102.0	94.6	100.9	99.7
November	102.7	107.1	98.5	100.0	100.3	106.2	102.1	100.5	101.7	101.1	102.1	95.7	101.0	99.5
December	102.2	105.4	98.5	98.8	100.5	106.9	102.2	101.0	102.5	101.1	102.1	99.6	101.0	99.6
Annual Average	*101.4*	*105.1*	*98.2*	*100.6*	*99.6*	*106.5*	*99.7*	*100.2*	*101.0*	*101.1*	*102.2*	*93.3*	*101.4*	*99.5*
1941 January	102.3	105.6	98.5	98.8	100.5	107.9	102.2	101.3	103.6	101.1	102.1	99.6	101.1	99.6
February	102.3	105.5	98.5	99.1	100.5	108.4	102.2	101.2	103.2	101.1	102.2	98.6	100.9	99.6
March	102.6	106.1	98.5	99.2	100.5	109.8	102.2	101.4	105.2	101.6	102.3	90.9	101.7	99.6
April	103.4	108.8	98.5	99.3	100.5	110.7	102.2	102.3	108.0	101.6	102.3	90.9	101.7	99.6
May	103.3	109.6	98.5	99.5	100.5	111.0	100.9	103.4	110.8	101.8	102.5	90.9	103.4	100.1
June	104.1	112.4	98.5	99.5	102.1	111.8	100.5	104.4	113.2	102.3	102.5	90.9	103.4	100.7
July	104.5	113.2	98.5	99.6	102.1	112.3	101.1	105.0	114.5	102.4	102.5	94.8	103.4	100.7
August	106.2	117.1	98.5	100.1	103.6	113.0	102.0	106.7	118.7	102.4	103.9	97.9	103.4	100.8
September	108.0	121.0	98.5	103.4	102.3	119.7	102.7	109.0	123.7	103.3	108.7	97.9	106.3	101.1
October	109.9	121.6	99.4	105.8	102.6	122.8	106.3	110.6	125.2	103.3	112.4	100.9	106.6	102.7
November	110.7	122.8	99.7	108.5	102.6	125.6	106.5	111.2	126.1	104.2	113.4	100.9	107.0	103.0
December	111.0	123.1	100.0	109.1	102.6	128.0	106.5	111.6	125.8	105.0	113.4	105.5	107.8	103.0
Annual Average	*105.7*	*113.9*	*98.8*	*101.8*	*101.7*	*115.1*	*102.9*	*105.7*	*114.8*	*102.5*	*105.7*	*96.6*	*103.9*	*100.9*
1942 January	112.3	125.8	100.0	111.9	102.6	128.2	107.1	114.6	131.0	105.7	117.8	113.0	108.0	104.3
February	114.1	127.6	100.2	114.6	102.6	129.6	110.1	116.3	131.9	108.8	121.3	113.0	111.9	105.4
March	114.6	128.5	100.2	116.8	102.6	129.0	110.3	116.4	132.0	110.4	121.6	107.0	114.2	105.7
April	116.1	130.9	100.6	121.4	103.0	131.8	110.7	118.7	132.9	110.7	126.8	113.3	119.9	107.8
May	116.8	132.5	100.6	121.2	103.8	132.3	111.1	119.8	135.0	110.7	127.6	113.3	119.2	109.2
June	117.3	134.4	100.6	120.7	103.3	132.2	111.2	119.8	134.1	110.7	127.3	116.4	119.0	109.4
July	117.1	133.0	100.6	120.9	103.3	132.2	111.7	119.9	134.2	110.7	127.3	116.4	119.0	109.5
August	117.5	134.7	100.6	120.6	103.3	129.4	112.0	120.4	136.3	110.0	126.8	116.4	119.0	109.6
September	117.6	135.0	100.6	120.6	103.4	129.4	112.2	121.5	139.9	110.0	126.8	116.4	119.0	109.8
October	119.2	139.4	100.6	120.6	103.4	129.5	113.1	123.0	142.5	110.0	126.8	117.9	119.0	111.8
November	119.5	140.0	100.6	120.8	103.5	130.1	113.4	125.0	146.8	110.0	126.9	124.2	119.0	112.5
December	120.5	143.1	100.6	120.8	103.5	130.7	113.7	125.5	148.1	110.0	127.0	124.2	119.0	113.0
Annual Average	*116.9*	*133.7*	*100.5*	*119.2*	*103.2*	*130.4*	*111.4*	*120.1*	*137.1*	*109.8*	*125.3*	*116.0*	*117.2*	*109.0*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

	Providence, R. I.							Sacramento, Cal.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*32.9*	*20.3*	*9.2*	*8.4*	*2.7*	*26.5*	*100.0*	*30.0*	*17.9*	*10.3*	*5.0*	*5.0*	*31.8*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.4	98.1	100.0	100.0	100.0	101.2	100.0	99.8	99.3	100.0	100.0	100.0	100.4	100.0
March	99.5	98.4	100.0	100.0	100.0	101.2	100.0	100.3	99.0	103.6	99.9	100.0	100.5	100.0
April	99.9	99.6	100.0	99.6	100.0	101.0	100.0	99.7	96.1	104.8	99.7	100.0	100.5	100.0
May	99.2	98.1	100.0	99.4	97.7	101.0	100.1	99.7	96.5	104.5	99.5	100.0	100.5	100.0
June	99.7	98.5	100.0	99.4	97.7	101.0	101.5	100.0	96.7	106.0	99.6	100.0	99.7	100.0
July	100.0	99.7	100.0	99.4	97.7	100.9	101.4	100.0	98.1	104.3	99.6	98.3	99.8	99.9
August	99.7	98.4	100.0	99.4	98.8	100.9	101.4	99.8	97.2	104.3	99.6	98.3	99.8	99.9
September	101.8	104.7	100.5	99.4	98.4	100.9	101.4	101.5	102.0	106.2	99.6	98.3	99.9	99.9
October	101.1	102.1	100.5	99.4	98.6	101.5	101.5	102.5	103.8	106.7	100.9	98.3	100.2	100.3
November	100.7	101.1	100.5	99.4	97.9	101.8	101.7	101.2	100.0	106.7	99.7	98.3	101.2	100.2
December	99.7	98.0	100.5	99.4	97.6	101.9	101.7	100.4	97.3	106.7	99.7	98.3	101.2	100.3
Annual Average	*100.1*	*99.7*	*100.2*	*99.6*	*98.7*	*101.1*	*100.9*	*100.4*	*98.8*	*104.5*	*99.8*	*99.2*	*100.3*	*100.0*
1940 January	100.0	99.3	100.5	99.4	97.6	102.0	101.2	100.3	97.0	106.7	99.7	98.3	101.2	100.3
February	100.6	101.2	100.5	99.6	97.6	102.1	101.2	100.7	99.2	106.4	99.7	94.0	101.2	100.2
March	100.6	101.2	100.5	99.6	97.6	102.3	101.3	100.5	98.4	106.4	99.8	94.0	101.1	100.2
April	100.9	102.0	100.5	99.6	97.6	102.3	101.3	100.3	97.9	106.4	99.8	94.0	101.1	100.2
May	101.1	103.3	100.5	99.6	96.0	102.3	100.9	100.4	99.4	104.4	99.8	94.0	101.0	100.2
June	101.5	104.5	100.5	99.6	96.0	102.5	100.9	100.3	100.3	104.4	100.5	94.0	100.8	98.7
July	101.7	103.7	100.5	98.9	97.0	102.4	102.4	100.7	101.1	102.4	100.3	94.0	100.7	100.5
August	100.9	101.4	100.5	98.9	97.5	102.2	102.2	100.4	100.3	102.4	100.2	94.0	100.4	100.5
September	101.9	104.2	100.5	98.9	97.9	102.3	102.3	99.8	98.2	102.4	100.3	94.0	100.4	100.6
October	101.2	102.1	100.5	98.9	98.5	102.3	102.3	100.2	99.1	102.4	100.3	92.9	100.4	101.0
November	101.1	101.1	100.5	98.5	100.5	102.9	102.5	100.0	100.3	102.4	99.5	85.1	99.4	101.0
December	101.4	101.6	100.5	98.5	102.2	102.9	102.4	99.6	98.8	102.4	99.5	85.1	99.4	101.0
Annual Average	*101.1*	*102.1*	*100.5*	*99.2*	*98.0*	*102.4*	*101.7*	*100.3*	*99.2*	*104.1*	*100.0*	*92.8*	*100.6*	*100.4*
1941 January	101.3	101.2	100.5	98.5	102.2	103.6	102.7	99.9	100.0	102.4	99.5	85.1	99.4	101.0
February	101.4	101.5	100.5	98.5	101.2	103.4	102.8	100.1	100.5	102.4	99.7	85.1	99.4	101.1
March	101.1	101.1	100.5	98.6	99.4	104.6	102.8	100.5	101.7	102.4	99.7	85.1	100.1	101.1
April	102.5	104.5	100.5	98.8	101.7	104.7	103.0	101.8	104.5	102.4	99.8	85.1	100.1	102.5
May	103.2	105.6	101.1	99.4	101.2	105.7	103.5	103.4	108.7	102.4	101.0	85.1	100.5	103.0
June	104.1	107.6	101.1	99.4	102.1	106.5	104.0	103.3	108.2	102.4	101.0	85.1	101.1	103.2
July	104.4	108.4	101.1	99.4	103.4	106.6	104.0	104.4	111.8	102.4	101.3	85.1	101.3	103.2
August	105.1	109.3	101.7	100.3	105.2	106.6	104.0	105.1	113.2	102.4	101.8	85.1	102.3	103.8
September	106.7	112.3	101.7	102.4	105.5	114.8	104.5	106.6	114.5	104.1	105.3	85.1	107.0	104.2
October	107.9	113.8	101.7	104.1	105.7	119.3	106.1	108.2	115.9	104.1	108.3	85.1	114.1	106.0
November	108.7	115.8	101.7	105.8	105.5	119.8	106.2	108.5	116.0	104.1	109.7	84.7	114.4	106.3
December	108.7	114.8	102.6	106.3	105.5	121.8	106.2	109.8	117.6	106.2	111.5	84.7	118.3	106.3
Annual Average	*104.6*	*108.0*	*101.2*	*101.0*	*103.2*	*109.8*	*104.2*	*104.3*	*109.4*	*103.1*	*103.2*	*85.0*	*104.8*	*103.5*
1942 January	111.0	120.4	102.6	109.3	105.3	122.4	107.1	111.9	123.1	106.2	113.3	84.7	121.4	106.7
February	111.6	120.2	102.6	113.1	105.3	123.2	107.9	111.9	120.9	106.2	117.2	84.7	124.2	107.3
March	112.3	121.8	103.3	113.4	105.3	124.9	108.1	113.2	124.0	106.2	119.5	84.7	125.7	107.5
April	113.9	124.2	103.3	118.9	106.8	125.7	108.4	114.2	125.9	106.2	119.8	84.7	126.2	108.6
May	113.6	123.2	103.3	119.2	107.2	125.5	108.6	114.1	126.9	103.2	120.4	84.7	125.9	109.0
June	114.8	126.1	103.3	118.7	107.3	125.3	109.4	114.5	127.8	104.3	120.5	84.7	123.1	109.2
July	116.5	128.4	103.3	117.0	116.5	125.3	110.8	115.8	132.1	104.1	119.1	84.7	125.8	109.4
August	116.4	129.1	103.3	117.3	111.5	125.3	110.9	116.9	135.1	104.1	119.4	84.7	127.9	109.5
September	116.3	129.6	103.3	117.7	111.5	125.3	109.9	117.5	135.5	104.1	120.9	84.7	132.5	109.7
October	117.8	132.6	103.3	117.7	111.8	125.3	111.8	118.2	137.8	104.1	121.1	84.7	131.4	110.0
November	118.4	133.3	103.3	117.7	111.8	125.3	112.9	118.8	138.9	104.1	121.9	84.7	131.1	110.6
December	118.8	134.7	103.3	117.7	111.8	125.3	113.0	120.9	144.8	104.1	122.5	84.7	131.7	111.4
Annual Average	*115.1*	*127.0*	*103.2*	*116.5*	*109.3*	*124.9*	*109.9*	*115.7*	*131.1*	*104.7*	*119.6*	*84.7*	*127.2*	*109.1*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939–1942—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

Date	Toledo, O.							Wilmington, Del.						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
Budgetary Weights	*100.0*	*30.2*	*16.8*	*10.4*	*7.4*	*5.3*	*29.9*	*100.0*	*34.9*	*16.2*	*12.8*	*5.7*	*5.1*	*25.3*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.0	99.4	98.7	100.0	100.0	100.0	98.1	99.7	99.5	100.0	100.0	97.4	100.0	100.0
March	98.8	99.5	97.4	100.0	100.0	100.0	98.1	99.8	99.6	100.0	100.0	97.4	100.0	100.5
April	98.4	98.4	97.0	99.4	100.0	100.0	98.1	99.8	99.5	100.0	100.0	96.9	100.0	100.5
May	98.5	98.0	98.4	99.4	100.0	100.0	98.1	100.1	100.1	100.3	100.0	96.9	100.0	100.8
June	98.5	98.3	98.3	99.5	97.2	100.0	98.6	99.7	99.4	100.3	100.0	94.4	100.0	100.8
July	98.4	98.0	98.3	99.5	97.2	100.0	98.6	99.7	99.4	100.3	100.0	94.6	99.8	100.7
August	97.8	95.3	98.8	99.5	98.3	100.0	98.6	99.4	98.7	100.3	100.0	94.6	99.0	100.7
September	99.6	100.5	99.9	99.4	99.5	99.7	98.6	101.0	103.4	100.3	100.0	94.6	98.0	100.7
October	99.5	99.3	99.9	99.6	100.7	99.9	99.1	100.8	102.7	100.3	100.0	94.6	98.4	101.0
November	99.2	97.7	100.2	99.6	100.7	99.9	99.5	99.8	99.9	100.3	100.0	94.6	98.4	100.5
December	98.4	96.4	97.2	99.6	100.7	99.9	99.9	99.8	100.0	100.3	100.0	94.9	98.1	100.5
Annual Average	*98.9*	*98.4*	*98.7*	*99.6*	*99.5*	*99.9*	*98.8*	*100.0*	*100.2*	*100.2*	*100.0*	*95.9*	*99.3*	*100.6*
1940 January	98.0	96.3	96.1	99.5	100.7	99.9	99.3	98.8	97.8	100.3	99.5	95.2	98.3	99.8
February	97.9	97.4	95.4	99.4	98.2	99.7	98.8	99.9	99.6	100.3	102.3	96.2	98.4	99.7
March	97.3	95.9	95.4	99.2	98.2	99.7	98.5	99.6	99.0	100.3	102.3	96.2	98.5	99.7
April	97.2	95.4	95.9	99.1	97.3	99.6	98.5	99.8	100.1	100.3	102.3	94.3	98.3	99.5
May	97.9	97.8	97.4	98.3	94.9	99.8	98.5	100.4	100.7	100.3	102.0	94.3	98.2	100.9
June	97.5	97.9	97.4	97.8	94.9	100.2	97.3	100.5	101.1	100.3	101.9	95.2	98.3	100.9
July	98.2	97.1	97.4	97.8	95.7	100.9	100.0	100.3	100.0	100.3	101.6	95.2	98.2	101.7
August	98.5	98.2	97.4	97.4	96.0	101.0	100.0	100.6	100.9	100.3	101.5	95.8	97.7	101.7
September	99.2	98.8	99.7	97.4	97.4	100.8	100.1	100.4	100.2	100.3	101.5	95.4	97.7	101.8
October	99.5	98.2	99.7	97.4	98.3	100.7	101.4	100.9	100.7	101.6	101.4	96.1	97.4	102.2
November	99.8	99.1	99.7	97.6	98.3	100.8	101.4	100.9	100.5	101.6	101.4	96.4	98.0	102.2
December	99.6	98.6	99.7	97.5	98.3	100.8	101.4	101.3	101.9	101.6	101.3	96.6	98.0	102.1
Annual Average	*98.4*	*97.6*	*97.6*	*98.2*	*97.4*	*100.3*	*99.6*	*100.3*	*100.2*	*100.6*	*101.6*	*95.6*	*98.1*	*101.0*
1941 January	99.8	99.3	99.7	97.4	98.3	100.5	101.4	101.6	102.7	101.6	101.1	96.8	98.0	102.2
February	99.8	99.3	99.7	97.5	98.3	100.4	101.3	101.6	102.7	101.6	101.1	96.8	98.3	102.0
March	100.5	100.6	99.7	97.6	98.3	102.1	102.0	102.1	104.2	101.6	101.4	95.6	98.8	102.0
April	101.3	102.8	99.7	97.8	98.3	102.4	102.5	103.3	106.9	101.6	101.5	96.4	99.8	102.6
May	102.3	105.6	99.7	98.0	98.3	103.4	102.8	104.4	109.1	101.6	102.4	97.1	99.8	103.1
June	104.9	112.4	100.1	98.1	99.4	105.8	103.6	106.1	113.3	102.5	102.4	97.5	101.0	103.4
July	104.7	110.9	100.9	98.5	99.8	105.8	103.6	106.2	113.1	102.5	102.5	98.3	101.3	103.6
August	105.4	112.2	101.1	99.9	102.5	106.0	103.7	107.0	114.5	103.1	103.6	98.6	101.5	103.7
September	107.2	114.1	101.7	104.9	104.6	109.6	104.4	109.1	118.2	103.1	107.5	99.6	106.4	104.0
October	109.1	115.5	102.0	106.5	104.6	112.0	108.0	110.4	119.4	103.1	110.2	99.6	109.8	105.3
November	110.2	118.0	102.0	109.3	104.6	112.9	108.2	111.2	120.2	103.6	113.1	99.6	110.3	105.6
December	110.8	118.9	103.2	110.3	104.6	114.4	108.2	111.6	120.6	103.6	113.9	99.6	112.1	105.6
Annual Average	*104.7*	*109.1*	*100.8*	*101.3*	*101.0*	*106.3*	*104.1*	*106.2*	*112.1*	*102.5*	*105.1*	*98.0*	*103.1*	*103.6*
1942 January	112.2	122.5	103.2	112.2	104.6	114.5	108.2	114.4	126.2	103.9	118.2	99.6	114.0	106.5
February	113.9	124.5	103.9	118.6	104.6	117.3	109.0	114.9	126.1	103.9	120.2	99.6	114.0	107.6
March	114.7	125.8	104.4	119.1	104.6	118.8	109.6	116.2	128.8	104.0	121.8	99.6	114.7	107.8
April	116.9	130.7	105.5	122.3	104.6	119.6	109.9	117.0	129.6	104.0	125.1	99.0	115.5	108.2
May	117.6	131.8	107.3	122.2	104.6	119.4	110.3	118.3	133.0	104.0	124.4	100.2	115.3	108.7
June	118.4	133.8	107.7	122.1	104.9	120.6	110.5	118.8	134.7	104.0	123.9	100.2	115.1	108.9
July	117.8	131.2	108.2	122.8	104.9	120.2	110.7	120.7	138.1	104.0	124.5	103.2	115.0	110.7
August	118.3	132.9	108.5	122.3	104.9	120.0	110.8	119.3	135.4	104.0	124.1	101.5	115.4	109.3
September	118.8	133.7	109.0	122.6	104.9	120.8	111.0	119.8	136.5	104.0	124.5	101.5	115.4	109.4
October	120.0	137.0	109.0	122.6	104.9	121.5	111.6	120.9	139.5	104.0	124.7	101.5	115.4	109.6
November	120.2	136.9	109.0	122.8	104.9	121.7	112.3	121.8	141.4	104.0	125.0	101.5	115.4	110.4
December	121.6	141.1	109.0	122.8	104.9	122.0	112.6	122.4	142.9	104.0	125.0	101.6	115.4	110.6
Annual Average	*117.5*	*131.8*	*107.1*	*121.0*	*104.8*	*119.7*	*110.5*	*118.7*	*134.4*	*104.0*	*123.5*	*100.8*	*115.1*	*109.0*

(*Continued from page 122*)

identical to that followed in the revision of the electricity indexes, with a single exception. Previously, the indexes of changes in the cost of gas had been based upon a fixed number of cubic feet of gas consumed. The new indexes of gas costs are based upon a fixed number of therms consumed in each city, which, of course, varies from city to city. The purpose of this change was to take into account any changes in costs resulting from a change in the BTU content per cubic foot of gas rather than to limit the changes to variations in the actual cost per cubic foot of gas. In some companies, the actual rate remains fixed while the BTU content per cubic foot varies, causing the heating value received by the customer to vary in relation to his costs. The new index measures such variations in addition to rate changes.

Composite Indexes

In the old indexes of fuel and light, the three major components (fuel, gas and electricity) were combined in all cities in the same proportion: fuel, 66.7; gas, 22.2; and electricity, 11.1. In revising the indexes, it was deemed advisable to combine the three major components in accordance with their importance in the city in question.

In certain cities, absolute data on the relative importance of fuel, gas and electricity, as shown by family expenditure studies, were not available. In such cities, it was necessary, of course, to estimate the dollar cost of fuel. This was done on the basis of standard formulas for estimating fuel consumption with consideration given to existing types of housing, the proportion of dwelling units for which heat was not provided by the landlord, and the importance of the various kinds of fuel. These dollar estimates of the cost of fuel in combination with the dollar estimates of the cost of gas and electricity permitted the determination of the external weighting factors for the fuel and light index for each city.

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Strikes and Turnover Rates

IDLENESS because of strikes rose sharply in January, when 450,000 man days were lost as compared with 200,000 in December. The number of strikes beginning in the month increased from 160 in December to 195 in January, or 22%. The number of workers involved rose from 57,000 in December to 90,000 in January, or 58%. Time lost to time worked was .07%, or more than double that in December.

The marked rise in number of workers involved in strikes beginning in the month of January and in man days lost is largely the result of two important strikes. The most important was that of 20,000 anthracite miners in Pennsylvania during the first three weeks of the month. The other was the two-day strike of 16,000 garment workers in the New York City area during the last week in January.

On March 7, the National War Labor Board announced that it had discontinued the issuance of separate statistics on strikes affecting war industries. The board expressed the opinion that inasmuch as nearly every industry is affected by the war effort, the strike figures for all industries, shown in the table on page 134, are sufficient. It also pointed out that the ratio of man days lost through strikes to total time worked was virtually the same in the so-called war industries as in the nonwar industries.

In December, both total separations and total accessions showed declines from November levels. The decline of 15% in accessions from 8.14 to 6.92 per 100 employees was more marked than that in separations, which declined from 7.09 to 6.37 per 100 employees, or 10%.

Although accessions still exceeded separations the margin was the narrowest recorded since war was declared in December, 1941, and may indicate a gradual decline in the absorption of new labor in war industries.

Lay-offs rose slightly from .65 per 100 employees in November to .70 per 100 employees in December, but still remained comparatively low, being less than half as high as in December, 1941. Discharges also increased from .43 to .46 per 100 employees, a rise of 53% over the December, 1941, rate of .30 per 100 employees. Quits and miscellaneous separations declined from 4.21 and 1.80, respectively, in November to 3.71 and 1.50 in December. The 188% increase over the year in miscellaneous separations was largely the result of military separations. Quits were up 112% over the December, 1941, level.

Preliminary annual totals for separations and accessions are shown in the accompanying table. The annual totals for both accessions and total separations are the highest recorded since this series was begun in 1929.

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes[1]			Production[2] (1935–1939 =100)	Turnover Rate per 100 Employees[1]					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations[3]					Accessions[7]
	Number	Workers Involved (Thousand)			Total	Quits[4]	Miscellaneous[4]	Discharges[5]	Lay-offs[6]	
1929	921	289	5,352	110	75.23*a*	41.01*a*		9.04*a*	25.17*a*	67.61*a*
1930	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939	2,613	1,171	17,812	108	37.71	9.52		1.52	26.67	48.85
1940	2,508	577	6,701	124	40.27	10.93	1.61	1.84	25.89	52.72
1941	4,288	2,363	23,048	161	46.68	23.63	4.15	3.04	15.86	64.51
1942 *p*	3,106	781	4,503	190	77.66	45.09	15.04	4.66	12.87	91.62
1942 January*r*	141	26	328	173	5.10	2.36	.83	.30	1.61	6.87
February	190	57	425	175	4.82	2.41	.73	.29	1.39	6.02
March	240	65	450	177	5.36	3.02	.82	.33	1.19	6.99
April	310	55	375	181	6.12	3.59	.87	.35	1.31	7.12
May	275	58	325	183	6.54	3.77	.96	.38	1.43	7.29
June	350	100	550	185	6.46	3.85	1.02	.38	1.21	8.25
July	400	88	450	189	6.73	4.02	1.23	.43	1.05	8.28
August	350	80	450	196	7.06	4.31	1.46	.42	.87	7.90
September	290	80	450	202	8.10	5.19	1.79	.44	.68	9.15
October	235	60	325	204	7.91	4.65	2.03	.45	.78	8.69
November	165	55	175	206	7.09	4.21	1.80	.43	.65	8.14
December *r*	160	57	200	207	6.37	3.71	1.50	.46	.70	6.92
1943 January*p*	195	90	450	207	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*

NOTE—For back figures, see *The Conference Board Management Record*, June, 1942, p. 194.

[1] United States Bureau of Labor Statistics.

[2] Federal Reserve annual production data are averages of monthly figures.

[3] A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

[4] A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; *i. e.*, separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

[5] A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

[6] A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

[7] An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

*a*June to December. *p*Preliminary. *n.a.*Not available. *r*Revised

It is likely, however, that both series were higher in 1929 than in 1942, since the figures shown for 1929 are only for the seven months ending with December. The increase in quits and miscellaneous separations are responsible for this rise in total separations, especially since the lay-off rate has declined considerably since 1929, and is now at the lowest point reached for this series. Although the discharge rate has risen over the past four years, it is still lower than in 1930.

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Wage Rates of Hired Farm Labor

MONTHLY WAGE RATES of all hired farm labor advanced 80% in the two years from January 1, 1941, to January 1, 1943. The increase from January 1, 1942, to January 1, 1943, was the largest ever recorded since these data have been collected, although it was only slightly higher than the advance in the previous year. Monthly wage rates without board were higher, of course, than those with board; the former rose only 70.5% in the two-year period, while the latter was increased by 89.4%. But since living costs of wage earners' families rose 17.9%, living costs of monthly agricultural workers who maintained themselves were undoubtedly increased substantially in the two years. Therefore, farm workers who received board in addition to wages improved their position considerably more than the percentages of increase would seem to indicate.

Wage rates of daily workers rose 85.3% with board and 78.0% without board from January 1, 1941, to January 1, 1943. As in the case of workers by the month, daily workers who received board in addition to cash payments fared better than those who received cash payments only, both because of the greater rise in their dollar earnings and because in this period living costs increased substantially. Levels of earnings of wage earners in twenty-five manufacturing industries were much higher than wage rates of hired farm labor in January, 1941, not only because wage rates in manufacturing were higher, but also because they included overtime and incentive payments. In the two-year period, however, the increase in hourly earnings of manufacturing workers rose only 28.9% as compared with the 78.0% to 85.3% advance in daily wage rates of hired farm labor.

WAGE RATES OF HIRED FARM LABOR
JANUARY, 1941–JANUARY, 1943[1]
Source: United States Department of Agriculture

	Wage Rates per Month[2]		Wage Rates per Day[2]		Weighted Average Monthly Wage Rates[2]	Indexes of Monthly Wage Rates (1923=100)[3]	
	With Board	Without Board	With Board	Without Board		Without Board	Weighted
1941							
January	$26.88	$36.61	$1.29	$1.59	$30.73	75.9	73.4
April	31.56	40.44	1.41	1.70	34.29	83.8	81.9
July	36.45	44.95	1.80	1.98	39.55	93.2	94.5
October	37.45	45.47	1.88	2.08	40.76	94.2	97.3
Ann. Avg.[4]	34.85	43.64	1.69	1.93	38.14	90.4	91.1
1942							
January	37.08	47.77	1.77	2.12	41.21	99.0	98.4
April	41.47	50.54	1.83	2.10	43.77	104.7	104.5
July	47.29	56.97	2.16	2.45	50.09	118.1	119.6
October	50.83	59.25	2.54	2.76	54.41	122.8	129.9
Ann. Avg.[4]	46.64	56.07	2.19	2.49	49.85	116.2	119.1
1943							
January	50.91	62.43	2.39	2.83	55 31*a*	129.4	132.1

[1] This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 52, p. 197; *The Conference Board Economic Record*, March 28, 1940, Table 16, pp. 150–152; and *The Conference Board Management Record*, April, 1942, pp. 105–106.

[2] Wage rates are applicable to the first of each month.

[3] Computed by THE CONFERENCE BOARD

[4] Annual averages are obtained by weighting the April, July and October rates by the estimated total number of workers hired as of the first of each month. The rates of January of the current and subsequent year are also included and are weighted by one-half the estimated hired farm labor for each of these months.

a Computed by THE CONFERENCE BOARD from indexes of farm wages (1910–1914=100)

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Employment and Unemployment

THE GROWING CONCERN over the nation's ability to meet projected manpower requirements of the armed forces and of agriculture finds further basis in the tightening labor-supply conditions prevailing in the opening months of this year. Normally the pressure of production upon the labor supply is lowest at this time. Farming operations are at their seasonal slack, employment in retail and wholesale trade is reduced following holiday peaks, and construction activity is also curtailed. Despite these seasonal recessions, which occurred again this year, employment in January totaled 57.4 million, and continued to exceed the economic labor force for the ninth successive month.

In January, 1942, almost five million unemployed workers were available to meet the manpower requirements as they developed later in that year. This January, the number already at work or in uniform was two million above the nation's entire labor force in peacetime. Against this background, manpower requirements for the months immediately ahead loom large. By midyear an additional 3.5 million to 4 million workers will be needed on farms alone. At least 4 million more must be placed in uniform to bring the armed forces to their projected strength of 11 million. Moreover, Senator Downey recently indicated that the number in uniform might rise to 15 million by the year's end, which would double the projected drain upon manpower. Finally, further additions to the number engaged in war work are variously estimated from 1.8 million to 2.5 million.

EMPLOYMENT AND UNEMPLOYMENT, JANUARY, 1943[1]

In Thousands

	1941	1942	1942		1943
	January		Nov.[1]	Dec.[1]	Jan.[1]
Total unemployment....	8,332	4,665	....	....	....
Excess of employment over economic labor force.	....	....	3,536	3,223	1,979
Total employment (including armed forces)..	46,250	50,356	58,918	58,641	57,433
Agriculture............	8,476	8,414	10,215	8,861	8,270
Forestry and fishing.....	197	197	202	191	183
Total industry..........	18,053	20,042	22,233	22,282	21,977
Extraction of minerals.	759	800	757	750	741
Manufacturing........	12,053	13,642	15,540	15,773	15,815
Construction..........	2,321	2,366	2,584	2,414	2,102
Transportation........	1,950	2,195	2,324	2,319	2,300
Public utilities.........	969	1,039	1,029	1,026	1,021
Trade, distribution and finance..............	7,553	7,781	7,635	7,970	7,168
Service industries (including armed forces)......	10,947	12,785	17,311	17,985	18,500
Miscellaneous industries and services...........	1,024	1,138	1,322	1,352	1,335
Emergency employment[2] *WPA, CCC, and NYA (out-of-school)*[3]........	2,583	1,372	448	417	*n.a.*

[1] Data for these months under revision; figures for January based upon incomplete returns and subject to considerable change.

[2] Not included in employment total.

[3] Since July 1, 1942, NYA projects are officially designated as war training programs rather than work-relief projects.

Previous estimates of THE CONFERENCE BOARD had placed the probable worker-fighter ratio at about four to one, on the basis of an armed strength of 11 million by the end of 1943.[1] With 15 million in military service, there would be only about three workers engaged in civilian production off the farm for every uniformed person. Worker-soldier ratios used by an official spokesman of the War Department are even lower, dropping to two or two-and-a-half workers to one soldier. At this level, under proper administration it is maintained we can sustain an armed force of 11 million and "still continue to produce for ourselves, for our Allies, and for our civilian needs." This ratio, however, appears to relate to nonfarm war workers only, excluding completely workers engaged in essential civilian production.

More man hours per civilian worker, coupled with more intensive work per man hour, may maintain or raise the volume of essential production as the worker-fighter ratio shrinks. The gains possible from such measures, significant as they should prove to be, form only a partial answer to 1943 manpower requirements. National manpower mobilization may be essential in order to provide the necessary new recruits for agriculture and war industries on as assured a basis as selective service provides additional fighters for the military forces.

JANUARY TRENDS

In the face of 1943 goals calling for an increase of 7% in total agricultural production, farm employment was lower in January than any comparable January total for the previous eighteen years. The number at work on farms was about 8,270,000, as compared with 8,414,000 in 1942, 8,476,000 in 1941, and over 9 million in the late Twenties and through the middle of the Thirties. Farm family employment was only slightly lower than in 1942, but the number of hired workers was fully 125,000 below last year. All geographic regions reported a lower total of hired workers, decreases ranging from 2.5% in the Pacific area to about 12% in the Mountain and West North Central regions.

Fully 40,000 new workers were taken on in manufacturing plants in January, reversing the normal seasonal pattern of a reduction in factory personnel in that month. Seasonal reductions which continued in some of the nondurable goods industries were more than offset by substantial increases in employment in heavy war industries, particularly in transportation equipment. Total factory employment had risen to 15.8 million in January, 1943, as against 12.1 million so employed in January, 1941, and 13.6 million in January, 1942.

M. R. GAINSBRUGH
Division of Industrial Economics

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[1] See *The Conference Board Economic Record*, February, 1943, p. 92

Questions and Answers

Question: If the performance of an employee has been unsatisfactory for a long period of time and he has failed to respond to interviews aimed at improvement, what is the usual method of informing the employee of the imminence of discharge? Do companies generally use a printed warning form or do they usually give the warning verbally?

Answer: For the past several years there has been a noticeable tendency for a responsible executive to warn an unsatisfactory employee verbally. This warning many times is the result of a personnel review or of a formal employee rating. Some companies require the interviewing executive to have the employee sign the rating sheet indicating that he has been advised of his good and bad points. If the situation is serious enough to include a warning, the employee's signature also indicates that he has received the warning. It is generally felt that this method prevents those unfortunate cases, which are bound to occur, in which a supervisor or foreman merely hands the warning slip to the employee and walks away without conversation on the subject.

There are, of course, a few union contracts which stipulate that a warning slip must be delivered to the employee in place of or in addition to the interview. These stipulations, however, are quite rare.

In *Studies in Personnel Policy*, No. 38, "Employment Procedures and Personnel Records," (page 62) there are reproductions of warning-notice forms used by three companies.

Question: Assuming plant-wide seniority, in the case of women who were transferred from women's jobs to men's jobs, how can trouble be avoided in the postwar transfer back to women's jobs?

Answer: Two companies that have plant-wide seniority and allow seniority to accumulate during military service, have solved this problem by having women's seniority apply only to "women's jobs" and although seniority may be accumulated while filling a man's job, it is clearly understood that such seniority applies only to jobs normally held by women.

Question: We are contemplating the formation of a labor-management committee and in this connection we are wondering about the effectiveness of such committees. Have any surveys been made to find out how successful they have been?

Answer: A survey to determine results attained by labor-management committees was made recently by *Factory Management and Maintenance*, covering 181 plants employing 405,634 workers. In 79% of the companies, it was stated that the workers' sense of responsibility toward the war effort had improved, but in 71% it was believed that absenteeism had not decreased and in 6% strikes of some sort were reported since the production drives had begun.

The general conclusion reached as a result of the survey was that production drives conducted by labor-management committees are not a passing phase but are definitely on the up-grade. This survey is discussed in detail under the title, "Are War Production Drives Worth While?" in the October issue of the magazine.

Question: Under a "check-off" system of union dues collection, when should the company make such deduction from the employee's pay? Has the War Labor Board laid down any rules in this matter?

Answer: The War Labor Board, in reply to a recent request for a ruling by the CIO, passed a resolution embodying the following principles:

1. The employer is obligated to deduct the amount of union dues for the previous month, plus any accumulations, from the first pay check of the month.
2. If the employee receives no pay on the first scheduled pay day, then the deduction must be made from the first pay check he does receive
3. Should union regulations or practices relieve the employee of his dues obligations for a given period, the union shall notify the employer that such dues need not be deducted.

Question: In the yard operations at our plant there are a number of employees engaged in operating electric locomotives in shifting freight cars to various locations for loading and unloading. To what extent is the employer liable for injuries sustained by such employees in the course of their work?

Answer: In the recent case of a railroad worker who was injured when he slipped from an icy tender of a Grand Trunk Western locomotive at Ferndale, Michigan, the United States Supreme Court ruled that "railroads must keep equipment in safe condition or be responsible for damages to workers." The court added that "the Boiler Inspection and Safety Appliance Acts must be broadly construed to the benefit of workers."

There are some who feel that the principle in this ruling may be extended to employers other than carriers.

Question: In the case of overtime worked by an employee who is employed on two or more jobs paying different wage rates in the same work week, what is the proper method of arriving at the "regular rate" upon which the overtime premium is calculated under the Walsh-Healey Act? Can the same method be used under the Fair Labor Standards Act?

Answer: In December, 1942, the administrator of the Wage-Hour and Public Contracts Divisions cleared up a conflict in methods of figuring overtime compensation under these two laws. The ruling was to the effect that henceforth in the case of a person employed at two or more wage rates during a given work week, an employer could choose between two alternative methods of figuring the worker's overtime compensation. The alternatives are: 1. Compute the employee's average straight-time hourly earnings for the entire week and figure overtime pay at time-and-one-half this average rate. 2. Pay time-and-one-half the straight-time rate or piece rate applicable on the job on which the employee worked the overtime hours.

Wage-increase Announcements[1], February 1 to February 28

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Bank Note Company	New York City	7½¢/hr.	670	To women employees
American Machine & Foundry Company	New York City	14¢/hr.	2,008	To women
		4¢/hr.		To men
				New starting rates: 60¢/hr. to men and women
Bohn Aluminum & Brass Corporation	6 Plants–Detroit, Mich.	1½¢-10¢/hr.	4,100	To eliminate inequalities
Carbon Limestone Company	Hillsville, Pa.	5½¢/hr.	....	To quarry workers. New rate: 78¢/hr. To adjust inequalities
Childs Company	Newark, N. J. and New York City	5.5¢/hr.	250	To salaried employees and maintenance workers
		5.7¢/hr.	3,525	To restaurant workers
Continental Baking Company	Hoboken, N. J.	10¢/hr.	....	To male employees
		5¢/hr.	....	To female employees
				Retroactive to October 15, 1942. To eliminate inequalities
Gelatin Products Company	Detroit, Mich.	9%	425	To all employees
General Motors Corporation, Frigidaire Division	Dayton, O.	10¢/hr.	....	To plant guards. New rate: 96¢/hr. To eliminate inequalities
Hotel Waldorf-Astoria Corporation	New York City	$1.50/wk.	1,800	To service employees
		$2/wk.		To non-service employees
William Koehl Company	Cincinnati, O.	5¢/hr.	180	To paper-box workers
		10%		To foremen
		$5/wk.		To executives
				Within 15% Little Steel formula. Retroactive to October 13, 1942
Koppers Company	Monaco, Pa.	10¢-15¢/hr.	27	To plant guards
		$6.50/wk.	....	To sergeants
				To eliminate inequalities
Mundet Cork Company	Hillside, N. J.	10%	....	To wage earners
				To eliminate inequalities
Philadelphia Transportation Company	Philadelphia, Pa.	4¢/hr.	10,000	To hourly and salaried employees
Prudential Insurance Company[2]	41 states	$2.50/wk.	14,000	To industrial agents. Not applicable in Wisc., Ohio, Minn., Md., Del., Va. and Washington, D. C.
United Shoe Company	Cincinnati, O.	5%	650	To eliminate maladjustment and inequalities. Retroactive to October 19, 1942
Western Electric Company	New York City	$1-$3/wk.	.....	To messengers
400 Hand Laundries	New York City	30¢/day	2,000	To all female employees
		$3/wk.		To employees earning less than $20/wk.
		$2/wk.		To employees earning between $20 and $30/wk.
		$1.50/wk.		To employees earning $30/wk. and over. Retroactive to November 16, 1942
5,000 Trucking Companies	New York City	11.3¢/hr.	....	To truck drivers. Authorized by Trucking Commission appointed by WLB
400 Trucking Firms	New England	5¢/hr.	5,100	To truck drivers
		7½¢/hr.		To platform men

[1] Includes salary-increase announcements.

[2] Pending approval of WLB.

Personnel Practices

Aircraft Factory Opens Nursery

A nursery school at Freeport, Long Island, New York, was opened early this month, sponsored by the Bethpage plant of the Grumman Aircraft Engineering Corporation, to care for children of mothers working in the factory. The nursery, which will accommodate approximately sixty children of pre-school age from two to five years old, will be open twelve hours daily with a pediatrician and trained nurse in attendance. Each mother pays a fee of sixty cents a day.

Dollar for Dollar

A Wisconsin textile company and the independent union representing the employees have cooperated to make the purchase of war bonds very attractive. In their union agreement the company agrees to match the amount authorized by the employee under the payroll allotment plan for the purchase of war bonds up to a maximum of one dollar per week per employee. The funds contributed by the company are considered a part of the employees' wages and as such are under the exclusive control of the worker.

Doubling 10% Participation

Employees of the Beech Aircraft Corporation, Wichita, Kansas, are putting 19.91% of their pay into war bonds. This record has been achieved by a variety of promotional devices.

An interdepartmental competition with a roving trophy is awarded each week to the department whose workers have put the highest percentage of their wages into bonds. Special "200%" minute-man flags are given to departments in which every employee, in addition to buying war bonds through the payroll savings plan, is pledged to purchase additional bonds or stamps every pay day. These special flags are regular minute-man flags to which are added the figure "200%" and the number of the department to which the award is made.

Chronology of Events Affecting Labor Relations
February 1 to February 28

February

2 *Nondeferrable Jobs Announced*—Bureau of Selective Service of WMC makes public a list of occupations considered nonessential and orders no deferments granted registrants filling them. Purpose of announcement is to encourage transfer of labor from nonessential to essential industries.

3 *Stampede to War Jobs*—Announcement of nondeferrable jobs results in rush in some cities to federal employment offices in search of information regarding available jobs in war industries.

Double Drive on "Little Steel" Formula—United Mine Workers policy committee decides to demand $2-a-day wage increase when contracts expire, AFL and CIO heads protest to President that increase in living costs has outdated "Little Steel" formula.

Largest White Collar Union Contract Signed—Contract covering white collar workers employed by the Prudential Insurance Company is signed with United Office and Professional Workers of America (CIO). Contract is said to affect 18,000 employees and to be the largest yet covering such employees.

5 *Anti-Job-Discrimination Bill Introduced*—Representative Marcantonio introduces bill to give legislative backing and broad powers to the President's Committee on Fair Employment Practices.

United Labor Front Formed—Three big labor groups, the AFL, CIO and Railroad Brotherhoods, together with National Farmers Union, join in a common legislative front to fight anti-labor legislation.

6 *CIO Demands Higher Wage Levels*—By unanimous vote CIO executive board calls on Federal Government to revise its wage policy and provide for a guaranteed work week of 40 hours. It reaffirms its support of national wage stabilization and its willingness to submit pay increase disputes to War Labor Board. Insists that wage earners are losing through steady increases in cost of living.

7 *CIO Condemns Absenteeism*—CIO announces plan to initiate conferences in every war industry in effort to reduce absenteeism and other obstacles to full production. Also favors elimination of Victory Tax and establishment of pay-as-you-go tax plan.

8 *Labor Draft Bill Introduced*—Senator Austin and Representative Wadsworth introduce bill to provide for universal registration of men and women within certain ages subjecting them to service essential to war effort in whatever capacity they can best serve.

9 *Compulsory Union Membership Avoided*—Sponsors of labor draft bill agree to offer amendment releasing those drafted or volunteering for war work from compulsory membership in labor organizations.

February

9 *President Decrees 48-Hour Week*—By Executive Order, the President establishes 48 hours as wartime work week with overtime payable after 40 hours. War Manpower Commission makes order immediately applicable in 32 areas designated as having critical labor shortages.

"Little Steel" Formula Upheld—In decision of far-reaching importance, WLB refuses to grant wage increases to employees of the "Big Four" packing companies, reiterating its conviction that it was duty-bound to adhere to "Little Steel" formula.

Labor Curbs Advocated—WLB Chairman Davis in address advocates legislation to curb racketeering and make public financial records of officially recognized trade unions.

11 *New Mediation Board Members Named*—President nominates as members of National Mediation Board, which passes on railroad wage and labor cases, Harry H. Schwartz, former Wyoming senator defeated in last election and William M. Leiserson, now a member of National Labor Relations Board, and formerly member of Mediation Board.

12 *WLB Freezes Closed Shop for the Duration*—In Harvill Aircraft Die Casting Corporation case, WLB rules that "as a general rule a regularly established union shop or closed shop shall remain regularly established for the duration of the war."

Court Ends Shipyard Closed Shop—Circuit Judge Parks of Florida voids closed-shop agreement between Tampa Shipbuilding Company and fourteen AFL unions on ground that plant is doing war work and the closed shop should be cast aside for the duration. Decision holds that closed shops would be legal in peacetime but should be abolished while nation is at war because public policy now has changed situation.

13 *New Reuther Plan Proposed*—Plan to increase war production through industry-wide agreements and through guaranteed weekly wage is submitted to War Manpower Commission by Walter Reuther of UAW-CIO.

15 *Disagreement Within WLB*—Labor members of WLB oppose wage policy of the Board in adhering to "Little Steel" formula, claiming that recent meat packing decision constituted a "gratuitous and unwarranted surrender of the prerogatives that Congress and the President granted to it."

Security Benefits in Place of Soldiers' Bonus—Social Security Board recommends extension of social security coverage to members of the armed forces as well as to millions of others now outside the program. It is thought that such action might obviate any need for special veterans' legislation like that which followed the last war.

16 *Absentees Discharged*—General Manager of Bethlehem Steel Company's Fore River Shipyards discharges 150 welders for persistent absence from work. Action is supported by head of independent union representing majority but is attacked by head of minority CIO group.

17 *No Agreement on Rail Pay Issue*—Representatives of the railroads and union leaders are unable to reach an agreement on demands for pay increases affecting 350,000 workers, and dispute goes to National Mediation Board.

19 *Steel Workers Union Publishes Report*—United Steel Workers of America (CIO) issue a comprehensive financial report showing that union has 725,625 members and assets of $1,774,905. The report, certified by accountants, lists dues payments and expenditures and is submitted to union's membership by its President, Philip Murray.

22 *WPB Announces Employee Suggestions*—War Production Board reports that 80 suggestions submitted through war production drive committees have received awards for proving valuable in saving man hours and critical materials and otherwise improving and increasing production.

Company Adopts "Work or Fight" Policy—Monroe Calculating Machine Company of Orange, New Jersey, announces that names of employees habitually absent from their jobs will be turned over to their Selective Service Boards for possible reclassification into 1-A. Action was taken by the labor-management war production committee composed of management and union members.

Mine Supervisors to be Organized—United Mine Workers decide to represent in collective bargaining negotiations 60,000 men representing management, consisting of mine foremen, assistant mine foremen, dock bosses, night bosses, fire bosses, mine examiners, watchmen, coal inspectors and mine clerks hitherto exempted from union membership.

23 *Rail Mediation Fails*—Efforts to mediate dispute between the railroads and the "Big Five" operating brotherhoods over the latter's demands for a 30% wage increase with a minimum advance of $3 a day end in failure. Next step is creation of special board to hold hearings and submit recommendations.

25 *Protest Strike Slows Aircraft Production*—Two of the large plants of Boeing Aircraft Corporation in Seattle closed for three hours by a mass meeting of employees threatening nationwide demonstration of aircraft workers unless WLB acts satisfactorily and quickly on wage demands.

26 *Company Plans for Postwar Employment*—Much publicized Jack and Heintz Inc. of Cleveland announces it is setting aside 80% of its net profits in a reserve fund to provide work for its 6,200 employees in the postwar readjustment period. Fund has already reached $1.5 millions.

WLB Warns Boeing Union—War Labor Board urges Boeing employees to remain at work, saying that it would not consider their case unless the men remain at their tasks and that it would refuse to act with a "gun held at our foreheads."

27 *Rules for 48-Hour Week Issued*—WMC Chairman McNutt issues regulations for application of 48-hour week as called for in administrative order issued by President in the 32 areas to which it has been applied.